BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 25, 2017

Annual Organizational Meeting of the Board of School Directors called to order by the Board Clerk at 6:30 PM.

The Board Clerk read into the record the certification of the City Clerk that the following persons, who had been elected or re-elected to membership on the Board on April 4, 2017, had taken the oath of office and are duly qualified to serve:

District 4 ..... Annie Woodward
District 5 ..... Larry Miller
District 6 ..... Luis A. (Tony) Báez
District 7 ..... Maria Paula Phillips

Directors Bonds, Falk, Harris, Sain, and Voss are continuing members.

The following members responded to roll call:

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

Director Bonds was elected temporary chair by unanimous consent.

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ELECTION OF BOARD OFFICERS

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

Director Bonds, 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 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 Sain
Director Bonds	Director Sain

Director Sain — 9.

Director Sain, having received a 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 Bonds	Director Miller
Director Báez	Director Miller
Director Falk	Director Miller
Director Harris	Director Miller
Director Miller	Director Miller
Director Phillips	Director Miller
Director Voss	Director Miller
Director Woodward	Director Miller
President Sain	Director Miller

Director Miller — 9.

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

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DESIGNATION OF BOARD CLERK FOR ENSUING BOARD YEAR

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

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

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APPOINTMENT OF BOARD REPRESENTATIVES

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

Board Rule 1.17(6) prescribes that "[t]he President is a member *ex officio* of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

President Sain announced that he would serve as the Board's Representative to the Library Board for the 2017-18 board year.

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

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

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

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

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

The Board's representative to CESA #1 in 2016-17 was Director Falk.

Director Falk volunteered to serve as the Board's representative to CESA #1 for the 2017-18 board year.

Director Miller moved to appoint Director Falk as the Board's representative to CESA #1 for the 2017-18 board year. The motion carried, 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) Continuation of Director Falk as the Board's Delegate to the Wisconsin Association of School Boards (WASB)

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

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

At its regular meeting on October 30, 2014, the Board re-elected Director Terrence Falk as the delegate for WASB Region 14 for the ensuing three-year term.

As this is a three-year term, Director Falk 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 Board's Representative to the Milwaukee Education Partnership

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

The Board president is the Board's *ex officio* delegate to the Milwaukee Education Partnership.

If the President chooses not to serve, the Board may select a representative for the 2017-18 board year.

President Sain announced that he would serve as the Board's delegate to the Milwaukee Education Partnership for the 2017-18 board year.

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

Director Harris volunteered to serve as the Board's representative to the MPS Head Start Program's Policy Council for the 2017-18 board year. On the motion of Director Voss, the appointment was approved, 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 volunteered to serve as the Board's representative to the Milwaukee City Council of PTAs/PTSAs. On the motion of Director Bonds, the appointment was approved, 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 Phillips volunteered to serve as the Board's representative to the Title I District Advisory Council. On the motion of Director Bonds, the appointment was approved, 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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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 20, 2017

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 20, 2017) 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 20, 2017, arranged by committee, are listed below.

Any items set aside will be carried over for action during the 2017-18 Board year. All remaining items will be placed on file.

Item	[1] Resolution 1617R-002	[2] Resolution 1617R-004	[3] Resolution 1617R-003	[4] Resolution 1617R-006	[5] New Business
Topic	To create a Summer Jobs Guarantee program.	To waive all student fees.	To develop a policy on the use of drones.	To develop a policy on equity in education within MPS.	Action on proposed revisions to Administrative Policy 7.34, Final Examinations
Author	Director Bonds	Director Bonds	Director Falk	Directors Bonds and Harris	Administration
Committee	AFP	AFP	LRP	LRP	LRP
Date Referred	September 29, 2016	October 27, 2016	October 27, 2016	October 27, 2016	March 30, 2017
Action	None	None	None	None	None

Director Bonds moved to refer all the items of unfinished business back to their respective committees. The motion carried, 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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REGULAR ITEMS OF BUSINESS

(Item 1) Annual Review of and Possible Action on Board Compensation

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

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

Director Miller moved to maintain the Board's salaries at the levels set on November 28, 2000. The motion carried, 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 and Possible Action on Proposed 2017-18 Board Calendars

The Board Clerk presented to the Board for its review the tentative calendars of the meetings of the Board and its committee for 2017-18.

The President called a recess at 7:14 PM in order to allow the Board and Administration time to review the proposed calendars.

The meeting reconvened at 7:32 PM.

Director Bonds moved to adopt the tentative 2017-18 Board calendar as presented below.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Harris, Joseph, Miller, Sain. Voss, Woodward, Zautke and President Bonds—9.

Noes—None.

Approved Tentative 2017-18 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 conducted in the Central Services Auditorium unless noted otherwise.

May 2017

4..... SPB: Public hearing on proposed FY18 budget — 6:30 PM
Special Board Meeting — 7:30 PM
9..... *Board members submit proposed budget amendments to OBG by noon*
PACE — 6:00 PM
SASI — 6:30 PM
10..... *Administration returns amendment analyses to OBG by end of day; proposed budget and public hearing notice published in newspaper*
16..... SPB: Public hearing and action on proposed FY18 budget — 6:30 PM:
19..... *Board members submit proposed budget amendments to OBG by noon*
23..... *Administration submits proposed amendment analysis to Office of Board Governance by noon*
AFP — 5:30 PM
Statutory Public Hearing on Proposed Budget — 6:30 PM
25..... Regular Monthly Board Meeting, incl. adoption of proposed budget — 6:30 PM
29..... *Memorial Day — CS Closed*

June 2017

13..... LRP — 5:30PM
SASI — 6:30 PM
20..... PACE — 5:30 PM
AFP — 6:30 PM
29..... Regular Monthly Board Meeting — 6:30 PM

July 2017

4..... CS CLOSED
27..... Regular Monthly Board Meeting — 6:30 PM
Board Rule 1.09, Regular Items of Business, section (1), states, "The Board may, at the regular July Board meeting, give public hearing on all regular items of business, which shall replace the reports of standing committees…"

August 2017

8..... LRP — 5:30 PM
SASI — 6:30 PM
22..... PACE — 5:30 PM
AFP — 6:30 PM
31..... Regular Monthly Board Meeting — 6:30 PM

September 2017

4..... *CS Closed (Labor Day)*
12..... SASI — 6:30 PM
19..... PACE — 5:30 PM
AFP — 6:30 PM
28..... Regular Monthly Board Meeting — 6:30 PM

October 2017

10..... LRP — 5:30 PM
SASI — 6:30 PM
17..... PACE — 5:30 PM
AFP — 6:30 PM
26..... Regular Monthly Board Meeting — 6:30 PM

November 2017

14..... SASI — 6:30 PM
21..... PACE — 5:30 PM
AFP — 6:30 PM
23..... *CS closed (Thanksgiving Day)*
24..... *CS closed*
30..... Regular Monthly Board Meeting — 6:30 PM

December 2017

12..... LRP — 5:30 PM
SASI — 6:30 PM
14..... PACE — 5:30 PM
AFP — 6:30 PM
21..... Regular Monthly Board Meeting — 6:30 PM (per Bd Rule 1.02)
25..... *CS closed (Christmas Day)*

January 2018

1..... *CS closed (New Year's Day)*
2..... *CS Closed*
9..... SASI — 6:30 PM
15..... *CS closed (MLK, Jr., Day)*
16..... PACE — 5:30 PM
AFP — 6:30 PM
25..... Regular Monthly Board Meeting — 6:30 PM

February 2018

13..... LRP — 5:30 PM
SASI — 6:30 PM
15..... PACE — 5:30 PM
AFP — 6:30 PM
22..... Regular Monthly Board Meeting — 6:30 PM

March 2018

6..... SASI — 6:30 PM
13..... PACE — 5:30 PM
AFP — 6:30 PM
22..... Regular Monthly Board Meeting — 6:30 PM (per Board Rule 1.02)
30..... *CS Closed (Good Friday)*

April 2018

19..... Regular Monthly Board Meeting — 6:30 PM (Per Board Rule 1.02)
24..... Annual Organizational Meeting — 6:30 PM

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NEW BUSINESS

(Item 1) Action on a Request to Revise Certain Board Rules Relative to the April Board Cycle

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

The Board adjourned at 7:51 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 4, 2017

Special meeting of the Board of School Directors called to order by President Sain at 10:17 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:

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 7:30 p.m. *(or immediately upon adjournment of the Committee on Strategic Planning and Budget scheduled to begin at 6:30 p.m.)* on Thursday, May 4, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider the following items of business:

1. Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)
2. Action on Request to Waive Administrative Policy 3.09(7)(b)5 and to Enter a Contract for Strategic Consulting Services with Education Resources Strategies, Inc. (ERS)
3. Action on a Request to Amend the Proposed Start Date for the Instrumentality Charter School, New School for Youth Empowerment, from 2017-18 to 2018-19
4. Development of a Negotiating Strategy Regarding the Lease of Public Property Located at 6850 N. 53rd Street, Milwaukee, Wisconsin

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

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.

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

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 five reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times have been forwarded under separate cover for the Board's consideration:

April 20, 2017 .....9:30 a.m., 11:30 a.m., and 2:00 p.m.
April 21, 2017 .....11:30 a.m. and 2:00 p.m.

These reports will be included in the expulsion summaries to be presented at the Board's regular May meeting.

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board accept the five reports of the Independent Hearing Officers of the Milwaukee Board of School Directors, as provided under separate cover, for the following dates and times:

April 20, 2017 .....9:30 a.m., 11:30 a.m., and 2:00 p.m.
April 21, 2017 .....11:30 a.m. and 2:00 p.m.

Director Bonds moved to accept the reports of the Independent Hearing Officers for the specified dates and times. The motion prevailed, 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) Action on Request to Waive Administrative Policy 3.09(7)(b)5 and to Enter into a Contract for Strategic Consulting Services with Education Resources Strategies, Inc. (ERS)

Background

The Administration is requesting authorization to waive the competitive-bidding requirements of Administrative Policy 3.09(7)(b)5 to contract with Education Resource Strategies, Inc., (ERS) for strategic consulting services. ERS is a nationally-recognized non-profit that performs analysis of school districts' spending and has done this work, with great success, in comparable districts. ERS was identified as an appropriate partner for this project; however, given the aggressive timeline for this project, an RFP was unable to be timely developed. As such, the waiver of Administrative Policy 3.09(7)(b)5 is requested.

This contract is for the first phase of a possible two-phase project. The first phase will encompass six months of a "deep dive" analysis into the District's overall financial situation, with an aim towards comparing MPS's spend against comparable districts across the country and identifying opportunities for changes in spending patterns. This phase will also encompass an analysis of the Office of Human Resources, with a specific goal of developing a strategy for restructuring teacher compensation and new hires.

The contract will run from April 21, 2017, through October 31, 2017. The total cost of the work performed in this phase will not exceed $350,000. ERS has secured funding, in the amount of $150,000, from national partners The Charles and Lynn Schusterman Family Foundation, the Noyce Foundation, and the Carnegie Corporation of New York to support pieces of its work with the District. Therefore, the total cost to the District will not exceed $200,000.

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 attachments provided under separate cover.

Budget Coded HXP-0-0-SSF-DW-ECTS.....$200,000

HUB Participation
Required ……15%
Proposed ……NG
$ Value ……$30,000

Student Engagement *(hours per six-month contract)*
Paid Student Employment-hour Commitment.....200
Student Career-awareness Commitment.....10

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachment provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(7)(b)5 and approve the professional services contract with Education Resource Strategies, Inc., (ERS) for strategic consulting services, as set forth in the attachment provided under separate cover.

Superintendent Driver asked that this item be withdrawn pending further development. The Board allowed the withdrawal of the item by unanimous consent.

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(Item 3) Action on a Request to Amend the Proposed Start Date for the Instrumentality Charter School New School for Youth Empowerment from 2017-18 to 2018-19

Background

On February 9, 2017, a charter school petition was submitted for New School for Youth Empowerment (NSYE) to create an instrumentality charter school, serving approximately 200 students. The school is proposing to offer enrollment for students in grade 9 through 12, beginning with the 2017-2018 school year.

NSYE is based on the premise that young people can and will become educated, active members of their communities by integrating their high-school learning experiences with meaningful participation in social justice and economic activities which benefit the students and the community. The school proposes to be a small high school located near downtown Milwaukee in a location accessible to multiple city bus transportation lines.

On February 14, 2017, the Committee on Student Achievement and School Innovation gave public hearing regarding The New School for Youth Empowerment's instrumentality charter school petition in compliance with Wisconsin Statute 118.40(2)(a), Charter Schools, and directed the Charter School Review Panel to bring its recommendation directly to the Board to comply with Wisconsin Statute 118.40(c), which requires the Board to either grant or deny the petition within 30 days after the public hearing.

The Charter School Review Panel met on February 20, 2017, 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, school culture, and partnerships. The Panel also noted overall passion and enthusiasm of the development team as well as experience of the proposed staff.

The Panel identified concerns in the areas of governance and accountability structure and budget development. The Panel expressed specific concern about the timeline for the school's opening. The Panel stressed its desire to ensure the school is successful from the start and recommended a later start day than the development team requested. The Panel also noted that the proposed community-engagement model satisfies a community need and that the model is needed for Milwaukee's students. After review, the Panel recommended the petition and strongly encouraged the applicant team to consider further development in the areas identified through the petition-review process.

On February 23, 2017, the Board took action to approve the instrumentality charter concept for New School for Youth Empowerment and directed the Administration, in consultation with the Board's designee and the Office of the City Attorney to begin contract negotiations to develop a charter school contract beginning with the 2017-2018 school year.

During preliminary discussions, NSYE notified MPS Administration that there would be a change in the leadership structure and staffing identified in the original proposal. Based upon this information, the Administration recommends that the start date for New School for Youth Empowerment be amended to start beginning with the 2018-2019 school year to allow time for additional planning and development.

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, NYSE will continue planning and development with an anticipated start date to begin with the 2018-2019 school year.

Recommendation

The Administration recommends that the Board approve the modified start date for New School for Youth Empowerment Instrumentality Charter School to begin with the start of the 2018-2019 school year.

Director Woodward moved to approve the Administration's recommendation, with the friendly amendment by Director Miller that one FTE teacher position be allocated in the 2017-2018 proposed budget and that one FTE paraprofessional position be considered during the fall budget adjustment to support planning for the 2017-2018 school year for the New School for Youth Empowerment. The motion, as amended, prevailed, the vote being as follows:

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

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(Item 4) Development of a Negotiating Strategy Regarding the Lease of Public Property Located at 6850 N. 53rd Street, Milwaukee, Wisconsin

Background

The Board will meet with its legal counsel to develop a negotiating strategy regarding the lease of public property located at 6850 N. 53rd Street, Milwaukee, Wisconsin.

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.

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 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Rule 1.04, Executive Sessions

Fiscal Impact Statement

NA

Recommendation

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

Director Bonds moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of developing a negotiating strategy regarding the lease of public property located at 6850 North 53rd Street, Milwaukee, Wisconsin. The motion prevailed, 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 10:44 PM.

The Board adjourned from executive session at 11:27 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 23, 2017

Special meeting of the Board of School Directors called to order by President Sain at 7:04 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:

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

The Board of School Directors will meet at 6:30 p.m. on Tuesday, May 23, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing, pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, on the proposed Fiscal Year 2018 School Operations, Construction, and Extension Fund budgets.

The Board is scheduled to take action on the proposed FY2018 budget at its regular monthly meeting on May 25, 2017.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, the Board gave public hearing on the proposed Fiscal Year 2018 School Operations, Construction, and Extension Fund budgets.

The Board adjourned at 7:54 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 25, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:40 PM.

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

President Sain requested a moment of silence to commemorate the passing this month of Leon Burrell, a fourth-grade student at Milwaukee Academy of Chinese Language School, and of Susan Landsee, a former Central Office mail handler and district employee for nearly 35 years.

AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2017 MPS Valedictorians and Salutatorians

This evening, the Milwaukee Board of School Directors is pleased to honor the following 2017 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

School	Valedictorians	Salutatorians
The Alliance School	Giovanni Cantoral	Victoria Garza-Nagel
Assata High School	Jilnya Chandler	Briana Beal
Audubon Technology & Communications HS	Roberto Arce	Danielle Differt
Bay View High School	Windy Vang	Vanecia McCullough
Bradley Technology and Trade School	Alexis Moolain	R'rionna Beal
Carmen High School Northwest	Shayla Husted	Ryan Graham
Carmen High School South	Olga Guerrero Gonzalez	Alejandra Montes de Oca
Community High school	Iyani Raines	Marlena Scales
Grandview High School	Delila Rivera	Rayanna Wilhite
Groppi High School	Ashley Walker	Quan Day Wells
Hamilton High School	Luan Minh Banh	Mai Lao Vang
Hmong American Peace Academy	Ger Thao	Cha Vang
King International School	Lucia Burzynski Grace Gilpatric Julianna Carroll	Cassandra Yoo
MacDowell Montessori	Cassandra Matte	Leona Coleman
Madison Academic Campus	Pa Kou Lee	Tia Smith
Milwaukee Community Cyber High School	Francis Jung	Winta Green
Milwaukee High School of the Arts	Emma Bonack Margaret French	Myrianna Nelson
Milwaukee Marshall High School	Yee Leng Her	Ja' Lia Butler
Milwaukee School of Languages	Hannah Janko-Barrios	Kayla Ching
New School for Community Service	Lila Johnson	Cleopatra Caffee

School	Valedictorians	Salutatorians
North Division High School	Tiarra Bean	Teyonda Hamler
NOVA High School	Princess Jackson	Vershaun Moore
NOVA Tech	Sheronica Staten	Shamar Maxwell
Obama SCTE	Adrian Ellis	Shamya Gee
Pulaski High School	Joicelyn Brenson	Yuritzi Madrigal
Reagan College Preparatory High School	Mariam Adams Mohammad Ahmed Anna Dannecker Sheila Duong Alexus Edwards Roberto Ferrusquia Sho Goldberg Paola Gonzalez Samuel Locke Cherise McMahon Samantha Miller Gabrielle Newton Joana Rogowski Parabhjot Singh	
Riverside University High School	Gurtej Grewal	Ah Xiong
Shalom High School	Shyann Hendriex	Lynia Anderson
South Division High School	Yer Thao	Lilian Tejeda-Barillas
Transition High School	Zorris Doss	Nikayla Adams
Vincent High School	Xao Vang	Asianna Eubanks
Washington High School of IT	Mervie Agnes Nsukami	Heaven Winters
Wisconsin Conservatory of Lifelong Learning	Zachary Kozinski	Jason Vue

* * * * *

(Item 2) Excellence in Education Award — 88Nine Radio Milwaukee

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:

88Nine Radio Milwaukee

Radio Milwaukee is celebrating its 10th year on the air — ten years as the operator of Milwaukee Public Schools' non-commercial radio station, WYMS 88.9. In these ten years, Radio Milwaukee has established itself as an important, positive voice in Milwaukee that shines a spotlight on what's good about our city and champions the people who work hard to make a difference.

This, of course, includes the progress at MPS. In addition to broadcasting the special and regular meeting of the Milwaukee Board of School Directors, Radio Milwaukee produces and airs "MPS Minutes," which highlight advances in our schools, innovative programs, and students' successes.

88Nine also regularly produces and airs "Community Stories," which is focused on outstanding MPS students and schools with stories that are always told in a personal way that touches the audience and clears up misperceptions.

Last summer, Radio Milwaukee led a school-supplies drive for MPS, called "No Empty Backpacks", which collected more than 22,000 supplies for our students. They'll be doing the drive again late this summer.

Last fall, the station produced an eight-part video series profiling residents living along National and North Avenues — evoking empathy by demonstrating that people from all walks of life share core values. Now, MPS is incorporating that video series into the curriculum for the next school year.

The station now is hosting a monthly program for high-school music students in which the students perform in an "open mic" setting, then receive constructive critiques from music professionals.

The station continues to promote and host live performances for the local musical event "Arte Para Todos," the proceeds of which benefit music and arts programs in local schools.

The Milwaukee Board of School Directors recognizes and honors 88Nine Radio Milwaukee for 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 April 2017 Special and Regular Meetings of the Milwaukee Board of School Directors were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Superintendent of Schools' Monthly Report

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 eight strategic objectives:

- Close the GAP
- Educate the Whole Child
- Redefine the MPS Experience
- Rethink High Schools
- Re-envision Partnerships
- Strengthen Communication Systems & Outreach Strategies
- Develop Our Workforce
- Improve Organizational Processes

Meetings from Late April through Mid-May

(1) We held the first 53206 Community Visioning Meeting. I am truly heartened by the number of elected officials and community activists who are eager to be involved with this initiative. Their insights on education, entry and re-entry; affordable housing; neighborhood development and public spaces; healthcare; healing and enrichment; and economic and workforce development will serve as foundational ideas for scoping of the 53206 initiative and support of North Division High School, Keefe Avenue, LaFollette, Hopkins-Lloyd Community School, Auer Avenue, Benjamin Franklin, Green Bay Avenue, and Gwen T. Jackson Early Childhood.

(2) I did my monthly guest appearance on the Sherwin Hughes' WNOV radio show. We talked about April's being National Volunteer Month and the constant need for volunteers in our schools; the MPS STEM Fair; the MPS All-School All-Alumni Reunion; the Best Summer Ever offerings; our Summer Music Camps and our STARBASE camps; our Freshmen and Middle-School Bridges; and our free meal program. This show is a great venue to get the "Good News" out about MPS.

(3) We celebrated the Community Engagement Week 2017's Education Day. People from all over the community came to Central Services to focus on education as a social determinant of health and how access to quality education impacts upon one's health and well-being.

(4) Washington High School celebrated its Fab Lab Ribbon Cutting. A number of elected officials and businesses helped us celebrate this wonderful expansion to our career-and-technical-education programs of study.

(5) We held our monthly meeting with the Teacher Advisory Group (TAG). The main topics of discussion were how to best message the state and federal budget changes and a review of data.

(6) Discovery World held its annual President's Breakfast, at which Joel Brennan shared the organization's 2016 accomplishments and highlighted its new major project. Discovery World will be creating new educational programs that spark interest and imagination from students through all grade levels.

(7) Although it is a brand-new committee, the United Way Engagement Committee has a very ambitious agenda to become a premier strategic partner through volunteerism. I co-chair this committee along with Jayne Thoma from United Way. We had our monthly meeting and are proud to report that individual volunteer experiences have increased by 41% over this same time period last year. There was a total of 30,758 hours, which translates to $724,658 in volunteer hours.

(8) We were thrilled to announce our Fab Lab grant award for Bradley Tech. This Fab Lab has grown in part due to the generous gifts from Bradley Tech's partners — PPG Industries, Harley-Davidson, Visa Lighting, and the Bradley Tech Commission. Thanks to the $25,000 grant from Wisconsin Economic Development, Bradley Tech will acquire two new pieces of equipment — a computer numerical-control (CNC) router table and a laser engraver, plus the software and computers to run them

(9) The Milwaukee Education Partnership hosted its annual HBCU conference. Thirty-five deans and staff members from a number of historically black colleges and universities attended the two-day conference. Conference members had the opportunity to visit Riverside, Bradley Tech, Milwaukee High School of the Arts, and Ronald Reagan to see our programs in action.

(10) I met with Dr. George Koonce from Marian University. Marian is very interested in increasing its involvement and presence with students in Milwaukee.

(11) The planning committee for our Ethnic Studies Conference met. The conference will be held this September. I would like to thank President Sain and Vice-President Miller for their hard work on this conference.

(12) State Representative Felzkowski is looking to bring in stakeholders to brainstorm ideas for a Fabrication Laboratory Consortium. Steve Baas (MMAC), Don Sidlowski, Dr. Yahr (Three Lakes), and I were invited to participate in an initial conference call.

(13) Peter Feigin hosted the Executive Leadership Breakfast to support the Milwaukee Heart Walk. The purpose of the breakfast was to inform our business and community leaders how our organizations can help lead the way as we take action to improve the overall health of our community. Peter is the chair of the 2017 Heart Walk, and I am on the committee for the walk as well. We will be sending additional information as it becomes available.

(14) The M^3 executive sponsors met with the communication team. Topics on the agenda included funding proposals and the vetting process for the expansion of M^3 initiatives. Afterwards, I met with President Martin, Chancellor Mone, and Joan Anton from the Herb Kohl foundation to raise money for M^3 and to discuss our partnership and next steps.

(15) I spoke with Scott Mayer from OPS Staffing to discuss the Jobs for America's Graduates program. This program was in place a number of years ago, and we would like to see it brought back to the District.

(16) I had my standing meeting with Vincent Lyles and afterwards spoke with Barbara Stein. Barbara thanks the Board and Administration for their hard work in getting the Sandzen paintings sold. The Washington High School alumni group is thrilled to see such a large amount of money going to the scholarship fund. They would like to present a thank-you in person at the June full Board meeting.

(17) I met with Walter Bond, the new executive director of Teach for America to discuss innovations in the organization and how TFA can support MPS's priorities.

(18) I was honored and humbled to receive the Boys and Girls Clubs' Most Valuable Person award at their 2017 Salute to Youth dinner. The Boys and Girls Club has always been a committed partner, bringing valuable services to our students. The award ceremony was very touching. I was so surprised when Jennifer Bartolotta gave a tribute to me and when the students enrolled in our culinary arts program presented me with a lovely and delicious cake and a chef's coat that was autographed by the staff and students associated with the program. What a special and meaningful evening as MPS students and programs were also featured. President Sain and Director Woodward joined me at this special event.

(19) Members of my administration and I met with members of LULAC and Julian Adem Diaz, the First Appointed Consul to the Consulate of Mexico, to discuss the Board's Safe Haven resolution and how it will impact upon our Latino student population and their families.

(20) I did a taping for Telemundo's *Que Pasa;* the topic of which was our Safe Haven resolution and our programs to engage families of Latino heritage such as our many bilingual programs, our Welcome Center at South Division, and the District's multicultural multilingual advisory committee.

(21) I also greeted the Region V Head Start site-visit participants. This annual process is done to insure that we are in compliance with the Federal Head Start grant.

(22) I delivered the monthly Central Services address. The main topics were the Health & Hygiene Drive that is being held throughout May, organizational alignment, and our strategy for improvement. We also highlighted several employees and presented customer-service awards to staff. I was touched once again when staff surprised me at the address by highlighting the Most Valuable Person award I received from the Boys & Girls Club.

(23) I met with Ellen Gilligan from the Greater Milwaukee Foundation and then spoke at the annual School-to-Work End-of-the-Year Celebration. This year Alverno College graciously hosted the event.

Awards/Recognition/ Announcements

(1) Fifteen MPS schools are being recognized by the state for "Beating-the-Odds." These are low-income schools that have higher-than-average scores in reading and mathematics when compared to similar schools around Wisconsin. In addition, Whittier Elementary School is receiving the prestigious distinction as both a High-Achieving and a High-Progress school.

(2) Sixteen honorees from the Milwaukee Public Schools were recently announced as Wisconsin Title I School of Recognition winners for the 2016-17 academic year, an honor that recognizes success in educating students from low-income families. They include one school that has earned the honor for 12 straight years, two others that have been recognized for eight consecutive years, and another for the seventh year in a row. The MPS honorees are:

<u>High-Achieving & High-Progress Schools</u>
Whittier Elementary School

<u>High-Progress & Beating the Odds Schools</u>
Milwaukee College Prep-Lloyd Street

<u>Beating the Odds Schools</u>
Academy of Accelerated Learning
Alcott Elementary School
Curtin Elementary School
Garland Elementary School
Greenfield Bilingual School
Hmong American Peace Academy
Honey Creek Continuous Progress Charter School
Humboldt Park Elementary School
Milwaukee College Preparatory School–36th Street
Milwaukee College Preparatory School–38th Street
Milwaukee Spanish Immersion School
Rufus King International School
Wedgewood Park International School
Whitman Elementary School

(3) An MPS high school, Carmen High School of Science and Technology-South Campus, has been named the number-one school in the state of Wisconsin for 2017 by *U.S. News and World Report.* Additionally, three more MPS high schools have earned the distinguished honor of being Nationally Recognized by *U.S. News and World Report.* Schools that receive the "Nationally Recognized" designation must qualify as high-performing schools based on performance on state examinations. Schools listed in this category are in the top 17% of high schools nationally.

The winning schools are:

Carmen High School of Science and Technology ..... Ranked #1 in Wisconsin
HAPA- Hmong American Peace Academy K3-12 ..... Nationally Recognized
Rufus King International High School ..... Nationally Recognized
Reagan College Preparatory High School ..... Nationally Recognized

(4) *The Washington Post* has named Rufus King International School as the best high school in the state its America's Most Challenging High Schools list.

MPS schools on the annual list of America's Most Challenging High Schools include:

#1.....Rufus King International School

#3.....Milwaukee School of Languages

#13.....Carmen High School of Science and Technology-South #18- Ronald Reagan Preparatory High School

#22.....Alexander Hamilton High School

#27.....Milwaukee High School of the Arts

#31.....Riverside University High School

No other schools in Milwaukee County placed among the top ten schools in Wisconsin. America's Most Challenging High Schools ranks schools through an index formula that's a simple ratio: the number of Advanced Placement, International Baccalaureate, and Advanced International Certificate of Education tests given during a school year, divided by the number of seniors who graduate that year.

(5) Two members of the acclaimed Milwaukee High School of the Arts Vocal Jazz Ensemble are awardees in *DownBeat Magazine's* 40th national Student Music Award (SMA) competition. Charisma Carson was named Winner in the category of Blues/Pop/Rock Soloist — Performing Arts High Schools. Kaprice Maxwell was recognized for Outstanding Performance in the category Vocal Jazz Soloist — Performing Arts High Schools. Both girls are seniors at MHSA. These awards mark the fourth time in the past four years that the MHSA Vocal Jazz Ensemble has been recognized at this prestigious competition.

DownBeat Magazine's Student Music Awards program is considered to be among the top student music competitions in the world. The program offers categories of competition for junior-high, high-school, and university music students and bands. The judges, who are professional musicians and educators, assess entrants based on criteria such as musicianship, creativity, improvisation, technique, sound quality, and excitement.

(6) Sue Waldoch, a nurse at South Division High School, has been named Nurse of the Year First Runner-up by the *Milwaukee Journal Sentinel* for her work with students in Milwaukee Public Schools. MPS nurses perform a variety of tasks, including providing first aid to students and addressing sudden illnesses. Nurses also support students who have chronic illnesses such as diabetes and asthma. They educate students about the importance of good hygiene practices and work to help them better understand health issues. They have even used CPR to save lives. The work which school nurses do and the important role they play in keeping children healthy are valued.

Events/Programs

(1) The 10th Annual MPS STEM Fair for students in K4-12 was held at the Milwaukee County Zoo's Peck Welcome Center. This year there were more science-inquiry and engineering-design projects entered than ever before. The students' work was very impressive, especially in the area of analyzing and interpreting data — something we educators are very familiar with as we work together to improve student outcomes. There were many community partners, businesses, and representatives from higher education supporting this culminating celebration of our students' work. They served as judges, and many helped to provide essential support as students carried out their preparatory work for their STEM projects.

The first place STEM Fair winners are listed below:

Grade/Class	School	Student	Project
K-2 Science	Thurston Woods	K5 Class (Ms. Koney) — represented by A'narie Truss and Dylan Bell	Germs
	Whitman	Tyler Buchholtz (3rd Grade)	Catapult Launcher

Grade/Class	School	Student	Project
3-5 Science (Tie)	Golda Meir	Malaya Fennelly (4th Grade)	Which Type of Drink is Most Corrosive to Teeth?
6-8 Science	Golda Meir	Daisy Kiekhofer (7th Grade)	The Interesting Occupation Relation with Genders
HS Science	Reagan HS	Rohit Bhatia (9th Grade)	Magnetic Muscle
K-2 Engineering	Cass Street	K5 Class (Mr. Mane) — Represented by Kenara Williams & Sophie Syhaketh	Gingerbread Man
3-5 Engineering	Ninety-Fifth Street	Madisyn Murans, Nazire Giles, Isaiah Roper, Reggie McClain (5th Grade)	Marshmallow Shooter
6-8 Engineering	Fernwood Montessori	Soren Henkel (8th Grade)	Hand Hologram
HS Engineering	Golda Meir	Isaiah Gordon (11th Grade)	Proving a Phantom, Destroying a Phantom

(2) The Department of Business, Community & Family Partnerships/Customer Service hosted the MPS Alumni Reunion on Thursday, May 4, 2017, at the Italian Community Center. There were over 200 guests at this event, including MPS alumni from more than 20 different schools, ranging in class years from 1949 through 2013. It was truly a night of good food, good conversations, and plenty of fun!

(3) Teacher Appreciation Week was this month. This year, we worked with school leaders, parent coordinators, and wellness champions on a variety of efforts. There was a video message from me, and the District spotlighted various teachers' profiles on the district website throughout the week.

(4) Milwaukee Public Schools' afterschool programs hosted the 11th Annual student talent showcase, called Turn on the Talent, in the auditorium of Audubon Technology and Communication High School. Ten student groups performed for their peers, teachers, parents, and community leaders. Milwaukee Buck Jabari Parker was presented with the S.O.A.R. (Supporting Opportunities for Afterschool Resources) award for his support of MPS afterschool programs. During the 2016-17 school year, Jabari's generous donation of Bucks tickets, meal vouchers, and transportation to 15 Community Learning Centers and childcare camps provided hundreds of youth and their families with the opportunity to experience a Milwaukee Bucks game. Jabari also served as a Turn on the Talent celebrity judge and helped determine the top three student performances. Each of the judges' final choices starts the voting contest with 50 votes. Since 2006, more than 1 ,000 youth and over 100 acts from dozens of MPS afterschool programs have performed in the annual MPS Turn on the Talent showcase.

(5) Four hundred Milwaukee Public Schools ninth-grade students will take part in the pilot of a new Learning Journeys program that will send the students on a five-day, all-expenses paid educational experience to Washington, D.C. The Learning Journey will grow to support all MPS ninth-graders participating in the trip every year. While in Washington, D.C., students will visit the White House, Smithsonian Museum, Holocaust Museum, Dr. Martin Luther King, Jr. Memorial, and the U.S. Supreme Court, among many other educational attractions. The program is being funded by Herb Kohl Philanthropies, which was founded by former U.S. Senator Herb Kohl, and is supported by the Milwaukee Public Schools Foundation.

Leaming Journeys are highly-developed, beyond-the-classroom learning experiences that connect standards-based classroom instruction for MPS students with real-world learning opportunities at southeastern Wisconsin's finest museums, cultural experiences, and scientific venues. A Learning Journey connects learning in the classroom with the greater community, where students have the chance to have hands-on learning experiences. to engage their senses and imagination, and to experience the world beyond their neighborhoods. Current Learning Journeys include Boerner Botanical Gardens, Discovery World, Junior Achievement, Milwaukee Public Museum, and Oak Ridge Farm in Waukesha County.

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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

The State's Joint Committee on Finance has moved into executive session and continues to move through the state budget section by section. While there has been no official date set, at the time of this publication it is anticipated that the committee will take up budget items concerning education after Memorial Day. Indications continue to be that the Joint Committee on Finance will support at least the overall funding level proposed in the Executive Budget, though a number of details will likely need to be worked out.

At the federal level, there are indications that the President's full budget proposal for the 2017-2018 fiscal year will be introduced the week of May 22. The federal budget largely determines funding levels for the 2018-19 school year. Given the preview provided in the "skinny budget" introduced earlier in the year, the President's proposal may include significant and damaging cuts to K-12 education and other programs that support students within Milwaukee Public Schools. Given that the implementation of policies within the new Every Students Succeeds Act (ESSA) are in part dependent on funding assurances made at the federal level during the development of ESSA and that state-level plans were developed with those assurances in mind, funding-cuts to ESSA programs will be particularly damaging.

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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 Superintendent of Schools

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 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.

Consideration of this item was deferred 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

Financial Accountability and Transparency Website

1. Background

The OAE maintains a website to present comprehensive and timely financial and performance data for the public in order to fulfill the Board's desire to enhance transparency, oversight, and accountability of financial operations. In 2012, the website was recognized by a national organization as a top website for delivering governmental openness and transparency. In April of 2017, the Office launched the budget *pro forma* and historical-enrollment modules.

2. Update

The Office has made the FY18 proposed budget available in the budget module within its website, allowing the public to review the budget with additional tools to expand transparency and understanding.

Process Improvements

1. Background

Between May 31, 2016, and June 3, 2016, the OAE led process-improvement training for 21 staff in the Office of Finance and Title I Office, with many of them coming from the Financial Planning and Budget Services team. Since that time, the OAE has worked jointly with small groups from among these trainees to improve the efficiency and effectiveness of financial and budget processes.

2. Update

At the request of the Senior Director of Financial Planning and Budget Services, the OAE has initiated a process-improvement project in the grants area. Functionality has been added to create a document-repository for the Division of Grant Development and Planning. With this milestone complete, the focus is shifting to improving the efficiency and effectiveness of the monitoring of grants and coordination with the ESEA Coordination and Compliance Manager and the Grant Compliance Specialist are ongoing.

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

The Board Clerk presented 24 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Bonds moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(f), in order to consider the reports of the Independent Hearing Officers.

The motion to retire to executive prevailed, 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 7:59 PM.

The Board reconvened in open session at 8:56 PM.

Director Bonds moved to accept the reports of the Independent Hearing Officers of April 27 and 28, 2017, and May 1,.2, 4, 8, 9, 10, 11, 15, 16, and 22, 2017.

The motion to accept the reports prevailed, 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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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item Two of the Report of the Committee on Strategic Planning and Budget: Action on Amendments to the Superintendent's Proposed FY18 Budget, and

- Item One of the Report of the Committee on Strategic Planning and Budget: Action on the Superintendent's Proposed 2017-2018 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds.

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 Bonds 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: Authorization to Make Purchases; Informational Report on Cumulative Purchases in Excess of $50,000; Informational Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

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

The Administration is requesting authorization to enter into a blanket agreement with CDW Government, LLC, to provide Cisco switches, routers, wireless access points (WAPs), transceivers, and interface cards. These items will provide the network infrastructure necessary to open new school buildings for which MPS has recently become responsible. Also, there is a need to upgrade equipment to support increased network and internet bandwidth at all schools and data centers on July 1, 2017. Given the continued use of this standard equipment, it was determined it was appropriate to establish a blanket agreement to obtain it as necessary.

This vendor was chosen pursuant to RFB 5758. CDW Government, LLC, was the lowest-complying bidder.

This blanket agreement will run from May 26, 2017, through May 31, 2018, (the "initial term"), with the option of two additional one-year extensions. The total cost of the goods/services purchased will not exceed $968,494.81 during the initial term of the blanket agreement.

Budget Code Varies by location ordering goods $968,494.81

CDW Government, LLC
Prime Contractor Information
Certified HUB Vendor?.....No
Total # of Employees 7123
Total # of Minorities 4837
Total # of Women 2080

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Commitment 200
Student Career-awareness Commitment 10

B 5756 Authorization to Enter into a Blanket Contract with MSOB Acquisition, Inc., for Student Uniforms

The Administration is requesting authorization to enter into a blanket contract with MSOB Acquisition, Inc., d/b/a Goldfish, Inc., ("Goldfish") to provide student uniforms.

This blanket contract will cover only those funds provided to schools by the District for an initial uniform purchase per student. This blanket contract will not cover any ongoing purchases by schools following exhaustion of their district-allocated funds of $20 per student.

This vendor was chosen pursuant to RFB 5756. Goldfish was the lowest-complying bidder.

This blanket contract will run from May 26, 2017, through September 26, 2017. The total cost of the goods purchased will not exceed $1,265,800 during term of the blanket contract.

Budget Code Varies by location ordering goods $1,265,800

MSOB Acquisitions, Inc. d/b/a Goldfish, Inc.
Prime Contractor Information
Certified HUB Vendor? ..... Yes
Total # of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Commitment 400
Student Career-awareness Commitment 10

Report on Cumulative Purchases in Excess of $50,000

In compliance with Administrative Policy 3.09(6)(b), the Administration is reporting a cumulative total of individual contracts with the Wisconsin Center District (WCD) that were not previously approved by the Board. These contracts are for the "Super Graduation" events t held in May and June. The schedule of the "Super Graduation" dates to be held at the UW-Panther Arena is as follows:

Date	School
May 23, 2017	Pulaski High School
June 10, 2017	Bay View High School
June 10, 2017	Bradley Tech High School
June 10, 2017	Hamilton High School
June 15, 2017	Madison High School
June 15, 2017	Washington High School
June 16, 2017	South Division High School
June 16, 2017	Vincent High School

Due to the number of graduations, the Administration was able to negotiate reduced rates which led to a total cost savings of $37,234.22 for the District compared with last year. This district initiative has also

had a positive impact at the school level from a processing standpoint by reducing the time needed to spend on completing administrative work. Because the WCD enters agreements on a per-date basis, individual contracts were executed for each date. The total amount for eight graduations, on four contracts, is currently valued at $125,999, but is subject to further cost-reductions based on MPS's needs.

Informational 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.

Blanket Contract B0001214 — Melk Music, Inc.

On June 30, 2016, as a result of RFB 5735, the Board approved a blanket contract with Melk Music, Inc., to purchase musical instruments. The Administration has determined that FY17 Title I funds in the amount of approximately $1,000,000 were available for classroom resources to support music instruction. A determination was made to spend these funds under the existing blanket vendor to ensure that the funds were spent in the most cost-effective manner, but this additional purchase exceeded the original authorization and the funds needed to be spent expeditiously. As such, funds were added to the contract.

Original Contract Amount	$ 531,036.12
Increase	$ 999,474.41
Adjusted Contract Amount	$ 1,530,510.53

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Contract: C022487 — United Way of Greater Milwaukee & Waukesha County

On June 30, 2016, the Board approved a contract extension with The United Way of Greater Milwaukee and Waukesha County to act as the "backbone" partner for the Milwaukee Community Schools Partnership (MCSP) and as the lead agency for any schools within the MCSP that do not otherwise have a lead agency designated. South Division High School has been added as an additional Community School, and the budget for this project has increased by $80,000. Based on the needs of the school, activity coordination may include, but not be limited to, high-quality early learning programs and services; family engagement, including parental-involvement, parent-leadership, family-literacy, and parent-education programs; mentoring and other youth-development programs; community service and service learning opportunities; job-training and career-counseling services; nutrition services and physical activities; primary health and dental care; activities that improve access to and use of social service programs and programs that promote family financial stability; mental health services; and adult education and literacy services, including instruction of adults in English as a second language.

Original Contract Amount	$ 150,000
Increase	$ 80,000
Adjusted Contract Amount	$ 230,000

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.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Milw. High School of the Arts	Arts @ Large	$9,700.00	Grant for Keyboards
South Div High School	Ken Guenther	$10,000.00	Math Program
Trowbridge School	Mary Jo Neustifter	$10,000.00	Colorado Service Trip
	Total Monetary Donations Over $5,000	*$29,700.00*	

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Recreation & Community Services	Thomas and Jean Plass Living Trust	$50.00	Special Olympics
Recreation & Community Services	Debra and Maurice Costello	$50.00	Special Olympics
Specialized Services	Wisconsin Masonic Foundation	$3,348.00	Purchase of AEDs
Curriculum & Instruction	Service Painting Corporation	$100.00	STEM Fair
MacDowell Montessori	Wisconsin Montessori Association	$500.00	Donation for Hosting WMA Conference
Bethune Academy	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
Alliance High School	Diverse & Resilient	$3,500.00	School Education Support
Alliance High School	Jean and Noah FenceRoy	$100.00	Harvard Trip
Allen-Field School	WestEd Making Sense of Science	$1,500.00	Science Instructional Materials
Bay View High School	Bay View Neighborhood Association	$2,500.00	Skateboard Club
Clarke Street School	George F. Roth	$500.00	Attendance Awards
Doerfler School	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
Engleburg School	Professional Fire Fighters of Wisconsin Charitable Foundation, Inc.	$500.00	Classroom Supplies & Field Trips
Engleburg School	Dotopia Paula Kappelmamm*	$20.00	Spring Fundraiser Class Supplies
Engleburg School	Just Give	$10.00	Class Supplies & Field Trips
Engleburg School	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
French Immersion School	ME Csuka, MD & BS Becker	$200.00	5th-Grade Language Trip
French Immersion School	Anonymous Donor	$50.00	Library Books
Fairview School	WestEd Making Sense of Science	$400.00	Science Instructional Materials
German Immersion School	Your Cause*	$11.55	Monthly Abbvie Donation
Garland School	Heidi Gumz	$200.00	Field Trip
Garland School	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
Grantosa Drive School	WestEd Making Sense of Science	$600.00	Science Instructional Materials
Hamilton High School	Dennis Gerrits	$150.00	Wrestling Equipment
Howard Avenue Montessori	Bay View Neighborhood Association	$200.00	Drama Club Supplies
Hawley School	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
Washington High School of I.T.	Hanuel Corbitt	$1,000.00	2016-2017 Boys' Basketball Team Expenses
Washington High School of I.T.	Katina Hollis	$600.00	2016-2017 Boys' Basketball Team Expenses
Lincoln Avenue School	WestEd Making Sense of Science	$1,000.00	Science Instructional Materials
Lincoln Avenue School	Whole Kids Foundaton	$2,000.00	Lincoln Avenue Garden Grant
Longfellow School	WestEd Making Sense of Science	$400.00	Science Instructional Materials
Milw. High School of the Arts	B S A Living Trust	$200.00	Class Field Trip
Milw. High School of the Arts	Milwaukee Public SchoolsFoundation, Inc.	$500.00	Band & Orchestra Support
Milw. High School of the Arts	Zonta Club of Milwaukee, Inc.	$600.00	Charter Presentation Ceremony
Milw. Sch. of Languages	PPG Industries Foundation	$1,000.00	PPG Community Engagement — Shedd Aquarium Field Trip
Marshall High School	Community United Methodist Church	$375.00	Art & Music Classes
Marshall High School	Community United Methodist Church	$65.00	Student Field Trip

Location	Donor	Amount	Gift or Purpose
North Division High School	George Gerharz	$100.00	College Tour Supplies
Pierce School	WestEd Making Sense of Science	$600.00	Science Instructional Materials
Riverside High School	Kelli M Wiest	$200.00	Boys' Basketball Support
Riverside High School	Alternatives In Psych, S.C.	$25.00	Student Athletic Fee
Riverside High School	Vincent D. Goldstein	$85.00	Boys' Basketball Jogging Suits
Sherman School	Jawwad Khan & Sameen Khan	$100.00	Parental Involvement and Education
Sherman School	Emergency Medicine Specialists, S.C.	$613.26	School Education Support
Sherman School	Joel M Wajek & Jessica A. Hugl-Wajek	$100.00	Parental Involvement & Education
Sherman School	Susan J. Wilson & Cory A. Wilson	$25.00	Parental Involvement & Education
Sherman School	Elizabeth A. Hersen & Adam R. Hermsen	$100.00	Parental Involvement & Education
Siefert School	Cream City Links	$180.00	Bus to UWM
Spanish Immersion School	Wested Making Sense of Science	$1,000.00	Science Instructional Materials
Ronald Reagan High School	Jason and Tracey Gessner	$500.00	IB Testing Fees
Ronald Reagan High School	Thomas or Amy Gulland	$150.00	Baseball Program
Trowbridge School	North Shore Educators Ins. Agency, LLC	$176.88	Teacher Lunch
Grant School	Target Field Trips	$700.00	Field Trips
Victory School	Wested Making Sense of Science	$1,000.00	Science Instructional Materials
Victory School	Consulate General of Italy	$2,628.00	Italian Program
Vincent	Courage Milwaukee	$300.00	GSA Activities
Vincent	University of Wisconsin Survey Center	$245.00	Appreciation of Survey Participation
Wisconsin Conservatory	Pamela Lippert	$100.00	Support College Tour Field Trip
Wisconsin Conservatory	Jean Cockerham	$50.00	Support College Tour Field Trip
Wisconsin Conservatory	Jane Utnehmer	$100.00	Support College Tour Field Trip
Wisconsin Conservatory	WestEd Making Sense of Science	$600.00	Science Instructional Materials
Wisconsin Conservatory	WCLL Staff	$20.00	Support College Tour Field Trip
Whittier School	April Mitchell	$270.00	Donation to Camp
	Total Monetary Donations	*$37,197.69*	
Non-Monetary Donations			
Curriculum & Instruction	Lak' Ech	$500.00	Musical Instruments
Business, Community & Family Partnerships	Milwaukee Bucks	$750.00	Sponsorship Family Forum
Recreation & Community Services	Harris Turer	$4,800.00	320 Admirals' Game Tickets
Bethune Academy	Jo-Ann Stores, LLC/Kids In Need Foundation	$1,221.19	Arts and Crafts Donation
Bethune Academy	Jo-Ann Stores, LLC/Kids In Need Foundation	$2,345.83	Arts and Crafts Donation
Bethune Academy	Jo-Ann Stores, LLC/Kids In Need Foundation	$1,731.86	Arts and Crafts Donation
Ninety-Fifth Street School	Donors Choose	$289.06	Leap Frogs, Gumball Grab, etc.

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	Linda Gianni	$35.00	Whiteboard Dry Erase Markers
Academy of Accelerated Lrng.	Milwaukee Chapter of the Links	$300.00	100 Books
Academy of Accelerated Lrng.	United Healthcare	$1,000.00	Gopher Gift Card
Academy of Accelerated Lrng.	American Heart Association	$500.00	US Games Gift Certicate
Burbank School	Allison Love	$10.00	School Supplies
Bay View High School	Footlocker.com/Eastbay	$1,107.99	Track Shoes
Browning School	United Healthcare	$2,000.00	Gym Equipment
Engleburg School	Donors Choose	$548.68	School Supplies
French Immersion School	Anonymous Donor	$30.00	Miscellaneous Office Supplies
Gaenslen School	Milwaukee Chapter of the Links	$300.00	100 Books
Grantosa Drive School	Donors Choose	$166.48	Motor Skills Materials
Hartford University School	Milwaukee Chapter of the Links	$300.00	100 Books
Hi-Mount School	Berean Family Worship Center, Inc.	$137.62	Two-Months of Snacks
Hi-Mount School	Berean Family Worship Center, Inc.	$49.70	Ten Royal Blue Pom- Poms
Hi-Mount School	Berean Family Worship Center, Inc.	$275.00	Ten Basketball Jerseys
Howard Avenue Montessori	Wild Workouts and Wellness	$6,360.00	40 One-month Membership Passes
Humboldt Park School	Donors Choose	$453.98	School Supplies
Humboldt Park School	Donors Choose	$362.82	School Education Support
Humboldt Park School	Donors Choose	$291.84	Science Materials
Kagel School	Donors Choose	$894.99	Six Violins for Violin Program
Keefe Avenue School	Donors Choose	$317.33	Laminator Paper
Keefe Avenue School	Donors Choose	$397.00	Supplies
King Elem School	Donors Choose	$2,431.65	Classroom Furniture
King Elem School	Donors Choose	$169.95	Board Games
King Elem School	Donors Choose	$6,019.41	Technology Materials
King Elem School	Donors Choose	$421.26	Classroom Supplies
King Elem School	Donors Choose	$314.68	Classroom Supplies
King Elem School	Donors Choose	$393.52	Computer
King Elem School	Donors Choose	$499.79	Fans, Table, Wipes
King Elem School	Donors Choose	$998.64	Software and Books
King Elem School	Donors Choose	$994.02	Hokki Stools
King Elem School	Donors Choose	$1,169.69	iPad Pro
King Elem School	Donors Choose	$161.27	Art with Pete the Cat
King Elem School	Donors Choose	$423.46	A Mouse You Say
King Elem School	Donors Choose	$996.45	Hokki Stools, Bookshelf, Water
King Elem School	Donors Choose	$416.05	Chromebooks
King Elem School	Donors Choose	$994.02	Hokki Stools
King Elem School	Donors Choose	$288.55	School Uniforms
King Elem School	Donors Choose	$157.00	We Have the Wiggles, Part 3
King Elem School	Donors Choose	$202.44	Books are the Best
King Elem School	Donors Choose	$630.38	Snacks for Life Essentials
King Elem School	Donors Choose	$631.31	Black History Art Materials
King Elem School	Donors Choose	$489.05	Help Us See in Color
King Elem School	Donors Choose	$417.40	Printer
King Elem School	Donors Choose	$199.61	Puzzle in My Mind
King Elem School	Donors Choose	$1,561.53	iPad Pro & Accessories
King Elem School	Donors Choose	$252.64	Art With Creative Literacy
King Elem School	Donors Choose	$157.00	We Have The Wiggles Part 2
King Elem School	Donors Choose	$412.69	We Need Necessities
King Elem School	Donors Choose	$441.09	Clipboards, Pens, Clock Speaker
King Elem School	Donors Choose	$996.21	To Get Active

Location	Donor	Amount	Gift or Purpose
King Elem School	Donors Choose	$930.53	Yoga in the Classroom
King Elem School	Donors Choose	$499.65	Reading, Math & Science Sensory Materials
King Elem School	Donors Choose	$984.86	Music & Movement in Kingergarten
King Elem School	Donors Choose	$991.69	STEM Supplies
King Elem School	Donors Choose	$658.99	LeapFrog Tablets
King Elem School	Donors Choose	$2,087.88	Urban After-School Sports
King Elem School	Donors Choose	$421.61	Puzzels
King Elem School	Donors Choose	$1,181.76	Hokki Stools
King Elem School	Donors Choose	$415.88	Puzzels
King Elem School	Donors Choose	$169.21	Classroom Supplies
King Elem School	Donors Choose	$250.21	Classroom Speakers
King Elem School	Donors Choose	$415.40	Classroom Supplies
King Elem School	Donors Choose	$994.05	Fitness Center
King Elem School	Donors Choose	$483.66	Classroom Supplies
King Elem School	Donors Choose	$812.09	STEM Materials
King Elem School	Donors Choose	$291.16	Printer & Speakers
King Elem School	Donors Choose	$422.87	Technology
King Elem School	Donors Choose	$994.02	Hokki Stools & Bottled Water
King Elem School	Donors Choose	$202.73	Art Materials
King Elem School	Donors Choose	$158.39	Tools to Help Us Succeed
King Elem School	Donors Choose	$216.79	Kindergarten Picture Books
King Elem School	Donors Choose	$489.05	Help Us See in Color
King Elem School	Donors Choose	$418.82	Wiggle While We Work
King Elem School	Donors Choose	$185.42	Read, Write and Stamp
King Elem School	Donors Choose	$213.22	We Need a Recharge
King Elem School	Donors Choose	$491.65	Clean and Healthy Environment
King Elem School	Donors Choose	$286.02	Nonfiction Books Needed
King Elem School	Donors Choose	$345.25	Increase Reading & Math Skills
King Elem School	Donors Choose	$509.18	What Does it Mean to be Clean
King Elem School	Donors Choose	$160.74	Writing Center Needs Facelift
King Elem School	Donors Choose	$406.62	Student iPad
King Elem School	Donors Choose	$2,397.08	Track & Field Supplies
King Elem School	Donors Choose	$496.75	We Need to See and Read
King Elem School	Donors Choose	$184.38	Dramatic Play Center Redesign
King Elem School	Donors Choose	$264.59	We Have the Wiggles
King Elem School	Donors Choose	$392.07	Help Us See in Color
King Elem School	Donors Choose	$357.68	Class iPads
King Elem School	Donors Choose	$371.44	Learning Through Technology
King Elem School	Donors Choose	$419.39	Help Us See Our ABC's
King Elem School	Donors Choose	$378.75	Child Deserves Equal Opportunities
King Elem School	Donors Choose	$386.04	We Need Technology...Badly!
King Elem School	Donors Choose	$441.28	Classic Children's Books
King Elem School	Donors Choose	$397.66	A Classroom Without Labels
King Elem School	Donors Choose	$1,624.93	Macbook Air and Case
Lancaster School	Neighborhood House of Milwaukee	$225.00	Scholarship for Busses
Lafollette School	United Healthcare Services	$1,000.00	Gopher Gift Card
Lincoln Middle School	Donors Choose	$299.47	Classroom Supplies
Lincoln Middle School	Donors Choose	$581.62	Books
Lowell School	Milwaukee Chapter of the Links	$300.00	100 Books
Mitchell School	United Healthcare Services	$1,000.00	Gift Card
Riley School	Milwaukee Chapter of the Links	$300.00	100 Books
River Trail School	Donors Choose	$1,090.80	Area Rug & Storage Bin
River Trail School	Donors Choose	$2,365.60	Backpacks, Snacks, Games
Roosevelt Middle School	Robert Danner	$837.50	T-Shirt Project Donated Hours

Location	Donor	Amount	Gift or Purpose
Story School	Anne Worzala	$80.00	Jackets
Ronald Reagan High School	Donors Choose	$633.80	History Trip Supplies
Parkside School	Milwaukee Chapter of the Links	$300.00	100 Books
Trowbridge School	Donors Choose	$990.16	Cooking up Language and Social
Trowbridge School	Donors Choose	$378.61	Learning to Care for Ourselves
Trowbridge School	Donors Choose	$593.06	Bouncing and Learning
Trowbridge School	Donors Choose	$329.64	Creating Little Artists
Trowbridge School	Donors Choose	$297.52	Volleyballs
Trowbridge School	Donors Choose	$596.52	Let Us Draw in 3D
Trowbridge School	Donors Choose	$715.00	Sensory Success
Trowbridge School	Donors Choose	$2,362.91	iPad Intervention
Trowbridge School	Donors Choose	$512.65	Let Us Hear
Trowbridge School	Donors Choose	$596.52	Let Us Draw in 3D #2
Trowbridge School	Donors Choose	$291.61	Moving Learners
Whitman School	Adopt-A-Classroom	$85.30	Ink for Printer
Whitman School	Adopt-A-Classroom	$268.00	Classroom Supplies and Rug
Whitman School	Adopt-A-Classroom	$104.30	Ink for Printer
Whitman School	Adopt-A-Classroom	$25.00	Classroom Activity Set
	Total Non-Monetary Donations	*$93,079.16*	
	Total Value of Donations for May 2017	**$159,976.85**	
	**Donations from MPS Alumni*	*$31.55*	

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 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 2) Action on a Request for Approval of a Lease Agreement between Milwaukee Public Schools and Learning Links MGIS, LLC, for Space at Milwaukee German Immersion School

Background

Learning Links MGIS, LLC, is a daycare provider that provides before- and after-school daycare for the students of Milwaukee German Immersion School. Learning Links has been an effective provider of daycare services and has a positive working relationship with the Milwaukee German Immersion School community. In an effort to better align this successful partnership with similar lease agreements that have been approved by Milwaukee Public Schools, the formal lease agreement attached to the minutes of your Committee's meeting is being recommended for authorization.

The before- and after-school daycare is open only during the school year and will be using 9,639 square feet of shared space, which includes the cafeteria, library, gym, and one classroom. There are currently 115 families enrolled in the daycare, and the ages of children range from four to twelve years of age.

The lease's term shall commence on July 1, 2017, for one year, with an option to extend for two additional one-year terms, contingent upon the negotiation and mutual agreement between the Board and Lessee as to the rental fee and other lease terms for the extension.

Lease rate for July 1, 2017, through June 30, 2018 = $11,037.00

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

There are no expenditures associated with this item. Lease revenue will be $11,037.00 for FY18.

Implementation and Assessment Plan

Once approved by the Board, the Lease agreement shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed lease agreement between Milwaukee Public Schools and Learning Links MGIS, LLC, 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 3) Action on a Request to Approve the Second Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp.

Background

In July 2008, the Milwaukee Board of School Directors entered into a lease agreement with Greater Holy Temple Christian Learning Center, Corp., (Greater Holy Temple) for the facility located at 5575 North 76th Street. In March 2015, the Milwaukee Board of School Directors authorized a lease amendment that extended the lease term through June 30, 2017. Milwaukee Public Schools and Greater Holy Temple are interested in continuing the lease agreement through the approval of a second lease amendment extending the lease term from July 1, 2017, through June 30, 2020.

The amendment to the lease the provisions that the term shall commence on July 1, 2017, and shall be for an additional (3) years, terminating on June 30, 2020;

The lease rent revenue shall be as follows:

July 1, 2017-June 30, 2018.....$569,417.00
July 1, 2018-June 30, 2019.....$575,111.00
July 1, 2019-June 30, 2020.....$580,862.00

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

There are no expenditures associated with this item. Lease revenue is projected as stated above.

Implementation and Assessment Plan

Once the Board has approved the amendment to the lease, the amendment shall be executed.

Committee's Recommendation

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

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

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation

Background

Requested for approval are the following construction contracts:

•	William Sackerson Construction Co., Inc,. for Phase II expansion at Milwaukee Spanish Immersion Code: FAR 00 RDP SI ECNC	$ 665,000.00
•	Burkhart Construction Corporation for the Welcome Center at Central Services Code: FAR 00 MRP AB ECNC7	$ 179,200.00
•	Custom Restoration, Inc., for masonry facade restoration at Golda Meir-Upper Campus Code: FAR 00 MM2 GM ECNC	$ 482,704.00
•	Burkhart Construction Corporation for building-refresh upgrades at O.W. Holmes Elementary School Code MBM 00 BDK HM EMMB	$ 78,500.00
Total Construction Contracts Requested		$ 1,405,404.00

Fiscal Impact Statement

This item authorizes expenditures:

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize the construction contracts described above and 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 5) 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 for the Midnight Sports League

Background

In October 2016, Milwaukee Public Schools launched the MPS C.A.R.E.S. (Community And Recreation Engaging Students) initiative to provide safe spaces for young people and community access to resources. This multi-pronged approach includes a Midnight Sports League to engage young adults in the City of Milwaukee who are at risk for participating in or being victims of crime. Initial Midnight League programming consists of a basketball league for young men ages 18-25, which includes connections to appropriate health care, workforce, and educational services.

Longstanding and new partnerships have evolved as a result of this programming. Specifically, the City of Milwaukee, through the Milwaukee Police Department (MPD), has stepped forward to provide ancillary support services to ensure the success of these programming efforts. In order to fully execute this work, the Administration requests approval of the intergovernmental agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to provide patrol services and program enrichment for the MPS C.A.R.E.S. Midnight Sports League. Specifically, MPD will provide two police officers each program night to provide additional support to the District's onsite staff.

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. The cost to implement this model per year is not to exceed $40,100. The funds are in RAS-0-0-MCC-RC-ECTS (Extension Fund Contracted Services).

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement with the City of Milwaukee, as attached to the minutes of your Committee's meeting, for the Milwaukee Police Department to provide patrol services and program enrichment to the 2017-18 Midnight League program.

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

* * * * *

(Item 6) Action on a Request to Enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee and to Enter into 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 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 statutes as well as Administrative Policy 8.14.

Each contract will run from July 1, 2017, through June 30, 2018.

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

- 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 to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the Intergovernmental Cooperative Agreement and Agreement as set forth in the item above and 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 7) 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	
5	Wilhelm Martin	Auto Mechanic $45,373.00	04/10/2017
5	Sandra Abbott	Building Service Helper I $11.47 per hour	04/10/2017
2	Jonas Harris	Building Service Helper I $11.47 per hour	04/24/2017
2	Latrina Jefferson	Building Service Helper I $11.47 per hour	04/03/2017
2	Kenneth Maxwell	Building Service Helper I $11.47 per hour	04/17/2017
2	Stanley Pinkney	Building Service Helper I $11.47 per hour	04/17/2017
5	Troy Helminak	Boiler Attendant Trainee $32,862.18	04/24/2017
5	Mitchell Lask	Boiler Attendant Trainee $32,863.74	04/10/2017
2	Jerica Fehr	Duplicating Equipment Operator I $29,062.00	04/10/2017
5	Shane Harrington	Electrician $36.01 per hour	04/10/2017
2	Antoinette Harris	Para Ed Assistant $21,890.22	04/17/2017
2	Cam'Ra Adams	Para Ed Assistant $18,243.01	04/24/2017
2	Michael Unanka	Para Ed Assistant $18,243.01	04/17/2017
2	Loreal Frier	School Kitchen Manager Trainee $11.89 per hour	04/25/2017
2	Ashley Siggers	School Kitchen Manager Trainee $11.89 per hour	04/25/2017

Ethnic Code	Name	Position and Salary	Date
		Promotions	
4	Alicia Munoz	School Secretary I — Year-round $30,770.81	04/17/2017
2	Timothy Bell	School Engineer III $49,141.82	04/10/2017
2	Steven Rogers	School Engineer IV $62,701.34	04/10/2017
2	Deshaun Howard	School Kitchen Manager Trainee $13.99 per hour	04/25/2017
2	Monique New	School Kitchen Manager Trainee $13.99 per hour	04/25/2017
2	Betty Veal	School Kitchen Manager Trainee $11.89 per hour	04/25/2017
2	Michael Williams	School Engineer III — Over 250,000 ft $51,225.20	04/10/2017
		Rehires	
2	Lakendra Linder	Building Service Helper I $11.47 per hour	04/17/2017
2	Sylvia Washington	School Secretary I — 10-month $24,088.89	04/24/2017

Codes

1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other

Certificated Appointments

Codes	Name	Division	Salary	Date
		Teachers		
5,nr	Besson, Judy L Day to Day Teacher	C	$50,889.02	4/17/2017
2,r	Borders, Yolanda Day to Day Teacher	D	$61,500.00	4/25/2017
2,r	Buckner, Demond Spec Ed Multicateg	C	$41,311.00	4/3/2017
2,r	Calvin, Dannette Day to Day Teacher	C	$70,000.06	4/17/2017
2,r	Hall, Ursula Day to Day Teacher	C	$71,500.00	4/17/2017
5,a	Lewkowski, Sarah A AMP Music	B	$46,000.00	4/10/2017
5,r	Roidt, Mary C Day to Day Teacher	B	$41,480.66	4/17/2017
2,r	Wells, Christopher E	B	$41,311.00	4/17/2017
		Teachers — IB Calendar		
5,nr	Muenzmaier, Scott L Trade & Tech	B	$45,322.00	8/7/2017
		School Psychologists		
5,nr	Sievers, Michelle J	C	$70,302.00	4/24/2017

Codes and Counts

a Reappointment without tenure
b Reappointment with tenure

nr	Non-Residents	
r	Residents	
1	Native American	0
2	African American	5
3	Asian/Oriental/Pacific Islander	0
4	Hispanic	0
5	White	6
6	Other	0
7	Two or More Ethnic Codes	0
	Males	4
	Females	7

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, May 2017		
Faviola Alaniz-Martinez	Doerfler	05/09/2017
Elena Yakshimamedov	Lancaster/Clemens	05/15/2017
Christina Chahal	Bruce	05/31/2017
Personal Leave, August 2017		
Gary Green	Roosevelt	08/07/2017
Personal Leave, September 2017		
Morgan Douvris	Cass Street	09/05/2017
Illness Leave Extension, January 2017		
Mark Anderson	Hamilton	01/03/2017
Illness Leave, March 2017		
Michael Dropp	Bruce	03/29/2017
Illness Leave, April 2017		
Coreen Dziewitt	Hamilton	04/05/2017
Lori Patterson	King MS	04/17/2017
Christina Chahal	Bruce	04/28/2017
Sandy Marmolejo	Hayes	04/26/2017
Illness Leave, May 2017		
Anna Haney	H.S. of the Arts	05/04/2017
Stephanie Spalatin	Westside Academy	05/17/2017
Illness Leave Extension, May 2017		
Amy Espinoza	Currently on leave	05/01/2017
Illness Leave Extension, August 2017		
Neallie Moore	Carson	08/28/2017

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	11.5	5	Judith Beehler	Teacher	Fernwood	06/16/2017
Retire	15.5	2	Lester Binns	Teacher	Parkview	06/17/2017
Retire	12.8	6	Albert Brugger	Principal	German Imm	06/22/2017
Retire	24.0	5	Sharon Burks	Teacher	JMAC	06/13/2017
Retire	27.5	5	Edward Burns	Teacher	Pulaski	05/23/2017
Retire	35.0	5	Thomas Cassini	Teacher	Hopkins Lloyd	06/15/2017
Retire	32.4	5	John Chaplock	Teacher	Fairview	06/13/2017
Retire	0.8	4	Elin Chavez	Teacher	Milw Sch of Lang	06/13/2017
Personal	4.0	4	Julissa Chavez	Teacher	Audubon HS	06/14/2017
Retire	10.5	5	Michael Conway	Teacher	Hamilton HS	06/13/2017
Retire	15.3	5	Lynn Elrick	Teacher	Silver Spring	06/16/2017
Retire	38.5	5	Patricia Engbring	Supervisor	Central Svcs	06/16/2017
Retire	18.5	5	Steven Friedenberg	Teacher	Central Svcs	06/09/2017

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	31.1	5	Ellen Galvin	Social Wrkr	Central Svcs	02/10/2017
Retire	19.1	2	Shirley Gilbert	Teacher	Elm	06/15/2017
Retire	19.4	2	Dianne Graham	Teacher	Holmes	06/13/2017
Retire	19.0	5	Gary Green	Teacher	Roosevelt	08/19/2017
Retire	28.5	5	Maureen Haig	Lib Spec	JMAC	06/14/2017
Retire	30.5	2	Lonnie Harrington	Teacher	Browning	06/13/2017
Personal	2.7	2	Sophia Hatchett	Teacher	Clarke St	03/24/2017
Retire	29.1	5	Diane Johnson	Teacher	Longfellow	06/13/2017
Retire	43.3	5	Ann Kneser	Teacher	Cass St	06/13/2017
Retire	30.1	6	Kathleen Krug	Teacher	Central Svcs	06/14/2017
Personal	1.0	5	Emily Kwak	Teacher	Elm	06/13/2017
Retire	31.4	5	Jennifer Lopeman	Teacher	Central Svcs	06/13/2017
Retire	29.0	5	Timothy Lund	Teacher	Rufus King HS	05/23/2017
Retire	19.0	5	William Machtel	Teacher	WCLL	06/16/2017
Personal	3.7	5	Courtney McCormick	Teacher	Cooper	04/21/2017
Retire	13.0	5	Marybeth Penn	Teacher	Story	06/13/2017
Retire	30.0	5	Marion Reiter	Teacher	Gaenslen	06/13/2017
Retire	20.5	5	Sue Rodman	Teacher	Clement Ave	06/13/2017
Retire	13.4	5	Maxine Salpeter	Teacher	Kluge	06/13/2017
Personal	4.0	5	Carly Sandgren	Teacher	Riverside HS	06/13/2017
Retire	30.8	2	Pamela Slayden	Teacher	JMAC	06/13/2017
Retire	24.6	5	Don Smith	Teacher	Central Svcs	06/13/2017
Personal	2.0	5	Chelsey Sprtel	Teacher	Keefe	06/12/2017
Retire	15.7	2	Beverly Taylor	Teacher	River Trail	06/16/2017
Other Work	2.4	5	Alicia Toussaint	Phy Ther	Central Svcs	06/13/2017
Retire	21.5	5	Penelope Urben	Teacher	Craig	06/13/2017
Personal	7.6	5	Angela Vickio	Teacher	HS of the Arts	06/13/2017
Retire	25.5	2	Valencia Westmoreland	Soc Wrkr	Sherman	06/14/2017
Retire	14.0	5	Kerry Wiedemann	Teacher	Central Svcs	06/13/2017
Personal	8.6	5	Katie Wirth	Teacher	Clarke St	06/13/2017
Retire	21.5	5	Christopher Worman	Teacher	Hawthorne	06/16/2017
Retire	16.4	2	Georgia Wright	Teacher	Elm	06/13/2017
Personal	3.0	3	Melissa Zheng	Teacher	Lloyd Barbee	06/13/2017
Retire	24.4	5	Lynda Ziech	Teacher	Carson Academy	06/13/2017
Classified Retirements						
Retire	23.09	5	Susan Gau	FSA	South Division	04/08/2017
Retire	22.56	5	Owen Lynch	Safety Asst	Sch Safety	05/01/2017
Retire	15.12	2	Larry Phillips	SS&A Engineer III	Webster	04/03/2017

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2017 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 classified personnel transactions, certificated appointments, and leaves of absence, 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 8) Action on Appointments of Principals and Assistant Principals and Action on Recommended Administrative Appointments, Promotions, 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.

Code	Name	Classification and Assignment	Salary
(2)(r)	Sylvia Traylor	Assistant Principal I, Elementary Elm Creative Arts School	Schedule 03, Range 10C $83,618
(2)(nr)	Terri Mitchell	Assistant Principal Ill, High School James Madison Academic Campus	Schedule 03, Range 12C $81,514
(5)(nr)	Thomas Cash	Manager II, Technical Services Office of the Chief of Innovation and Information	Schedule 03, Range 12A $81,300
(5)(r)	Steven Krull	Assistant Principal I, Elementary Hamlin Garland School	Schedule 03, Range 10C $79,957
(2)(r)	Derrick Jenkins	Assistant Principal II, Middle School Rufus King International School — Middle Years	Schedule 03, Range 11C $77,745
(5)(r)	Patricia Goeman	Coordinator II, MPS C.A.R.E.S Office of the Chief of Operations	Schedule 03, Range 07A $75,000
(2)(r)	Tianna Evans	Assistant Principal I, Elementary George Washington Carver Academy of Math and Science	Schedule 03, Range 10C $74,128
(4)(nr)	Rocio Trejo	Curriculum Specialist IV, Bilingual Office of the Chief of Academics	Schedule 03, Range 11A $73,820

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):

Code	Name	Assignment	Hourly Wage
(5)(r)	Mary E. Barrett	School Social Work Office of the Chief of Academics 4/21 17-6/14/17	$40.00
(2)(nr)	Karen Bradley	Principal Assessment Center Office of the Chief of School Administration 1/2/17-6/3Q/17	$40.00
(5)(r)	Joan Crisostomo	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(4)(r)	Lourdes Ocampo	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(5)(nr)	Mary C. Waldheim	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(2)(r)	Tenille Washington	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(5)(r)	David I. Weingrod	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(2)(r)	Louise Young-Benson	Project AWARE Office of the Chief of Academics 3/2/17-6/9/17	$30.00
(2)(r)	Mary Henry	College Access Support Office of the Chief of Academics 3/13/17-6/30/17	$25.00

Code	Name	Assignment	Hourly Wage
(5)(r)	Jeanette D. Norwood	Office Support Office of the Chief of Finance 3/30/17-9/30/17	$22.42

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 Committee reports.

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(Item 9) Action on a Request to Enter into Phase Two of Performance Contracts for Energy-Efficiency Projects at Twenty-Six MPS Sites

Background

At its regular meeting on March 24, 2016, the Milwaukee Board of School Directors approved three firms — Johnson Controls, Performance Services, and Trane — as energy savings performance contracting service providers and authorized the Administration to enter into project-development agreements with one or more of these qualified providers.

At its regular meeting on June 30, 2016, the Board approved a contract with Cooperative Educational Service Agency (CESA) 10 to provide owner's-representative services for performance contracting energy savings and infrastructure improvements. CESA 10 will represent the District's interests by providing the District guidance and professional opinions pertaining to constructability, coordinating major project work, verifying energy-reduction measurements, and ensuring compliance with contracted guaranteed energy savings associated with infrastructure improvements.

At its regular meeting on July 28, 2016, the Board authorized the Administration to work with the City and its Financing Team (Piper Jaffray, Katten Muchin Roseman, LLP; Hurtado, S.C.; and Public Financial Management) to issue adequate bonds at the lowest-cost borrowing to fund the anticipated energy-efficiency projects.

At its regular meeting on September 29, 2016, , the Board approved entering into a three-year performance contract under §66.0133 with Johnson Controls and a two-year performance contract under §66.0133 with Performance Services, Inc., for $27 million of energy-efficiency Phase I projects at Vincent High School, Wisconsin Conservatory of Lifelong Learning, and River Trail.

At its regular meeting on March 30, 2017, the Board approved the Financing Team (Underwriter, Bond Counsel, and Financial Advisor) to work with the City and Financing Team for the purpose of developing a plan of finance to borrow for the costs of energy-efficiency projects for Phase II.

For Phase II, Johnson Controls, Performance Services, and Trane were asked to provide formal proposals detailing the proposed scope of work along with expected total cost and projected savings for major infrastructure improvements at three (3) sites and corridor-lighting upgrades at twenty-three (23) sites, which will result in significant energy savings and a reduction in deferred maintenance.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Facilities and Maintenance Services has worked closely with the Office of Finance to ensure that the performance contracts requesting approval within this Board item meet the requirements of Wis. Statute §66.0133, Energy Savings Performance contracting, as referenced in the Revenue Limit Exemption for Energy Efficiency, Wis. Statute §121.914(4)(o).

The Administration continues to work with the City and Financing Team to finalize the most advantageous debt structure and anticipates that bonds will be issued prior to June 30, 2017. The Administration will separately request Board approval of a resolution for Revenue Limit Exemptions for Energy Efficiencies, as required by Wis. Statute §121.914(4)(o).

The breakdown of contract costs for each project is identified in the attachments to the minutes of your Committee's meeting.

The Administration will seek further action by the Board for additional costs, including abatement of asbestos-containing materials (ACM) and debt-issuance costs. Those cost are currently estimated at $2,841,600. The total estimated project cost is expected to be $34,289,927.

Implementation and Assessment Plan

Working closely with CESA 10, Facilities and Maintenance Services will oversee the projects going forward to ensure that each project meets MPS building standards and contract requirements.

Committee's Recommendation

Your Committee recommends that the Board approve the performance contracts for energy-efficiency projects as described above and 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 Adopt Resolutions for the Plan of Finance for the Issuance of Bonds to Fund Energy-Efficiency Projects (Phase II) and a Resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase II) in the 2017-18 through 2036-37 School Years

Background

In 2009, Wisconsin Act 28 originally created the Energy Efficiency Exemption (EEE) for projects completed within the fiscal year. In 2011, this law was modified, to include the following specifications: 1) the project must result in the avoidance of, or reduction in, energy costs or operational costs, 2) the project must be governed by a performance contract entered into under Wis. Statute §66.0133, and 3) the levy may be used to repay the bonds or notes issued to finance the project, if any are issued for periods not exceeding 20 years.

In March 2016, the Board approved Johnson Controls, Performance Services, and Trane U.S., Inc., as pre-qualified energy-service contractors for the design, engineering, project management, and implementation of the replacement of large capital costs items in accordance with Wis. Statute §66.0133; Energy Savings Performance contracting, as referenced in the Revenue-Limit Exemption for Energy Efficiency, Wis. Statute §121.91(4)(o).

In June 2016, the Board approved a contract with CESA #10 to provide owner's representative services for performance-contracting energy-savings and infrastructure-improvements projects.

In March 2017, the Board authorized the Administration to work with the City and the Financing Team (Piper Jaffray, Katten Muchin Rosenman LLP; Hurtado Zimmerman SC; and Public Financial Management) to develop a financing plan to fund up to $40 million of energy-efficiency projects — Phase II.

Also submitted to the Board for approval at this meeting is a recommendation from Facilities and Maintenance Services to enter into a three-year performance contract under Wis. Statute §66.0133 with Johnson Controls, a two-and-a-half-year performance contract under Wis. Statute §66.0133 with Performance Services, Inc., and a three-year performance contract under Wis. Statute §66.0133 with Trane U.S., Inc., for $34.3 million of energy-efficiency Phase II projects at 26 school sites.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures. If approved, the Administration will work with the City, the Redevelopment Authority of the City of Milwaukee (RACM), and the Financing Team to issue RACM Lease Revenue Bonds in an amount sufficient to fund approximately $34.3 million of energy-efficiency projects. Issuance cost in an amount not to exceed $686,000 will also be funded from bond proceeds and charged to account FAR-0-0-ECE-DW-EACL, debt administrative costs. Estimated annual administrative cost of $2,100 over the term of the debt will be charged to account ODB-0-0-DBT-DW-EACL.

If approved, this item authorizes the Administration to exceed the revenue limit for energy-efficiency projects (Phase II) in the 2017-18 through 2036-37 school years under Wis. Statute §121.91(4)(o)(1m) for debt service amounts as estimated in the Resolution.

Implementation and Assessment Plan

Adoption of the Resolution for the issuance of redevelopment lease revenue bonds by RACM and matters related thereto for Milwaukee Public Schools will provide MPS with funding for $34.3 million of energy-efficiency projects (Phase II) under the a three-year performance contract under Wis. Statute §66.0133 with Johnson Controls, a two-and-a-half-year performance contract under Wis. Statute §66.0133 with Performance Services, Inc., and a three-year performance contract under Wis. Statute §66.0133 with Trane U.S., Inc.

Wis. Statute §121.91(4)(o)(1) allows a school board to adopt a resolution to exceed the revenue limit in any school year by the amount spent by the school district in that school year on a project to implement energy-efficiency measures or to purchase energy-efficiency products, including the payment of debt service on a bond issued to finance the project, if the projects results in the avoidance of, or reduction in, energy costs or operational costs, the project is governed by a performance contract entered into under Wis. Statute §66.0133, and the bond obtained to finance the project is issued for a term not exceeding 20 years. If so adopted, the resolution is valid for each year in which the school board pays debt service on the bonds.

Wis. Statute §121.91(4)(o)(3) requires that, when a school district issues bonds to finance such projects described above and utility costs are measurably reduced as a result of the project, the school board shall use the savings to retire the bonds.

As a matter of best practice, the Board should adopt the Resolution for Revenue-Limit Exemptions For Energy Efficiencies when entering into performance contracts, as referenced in Wis. Statute §66.0133 and when future utilization of the Revenue Limit Exemption for Energy Efficiencies under Wis. Statute §121.91(4)(o) is expected. Board-approved resolutions must be passed by October 1 of the school year in which a revenue-limit exemption is sought.

Adoption of the resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase II) provides funding for the corresponding estimated debt-service payments in compliance with Wis. Statute §121.91(4)(o)(1m). Upon final issuance of the bonds, and prior to October 1, 2017, the Administration will submit a request to amend this resolution for final actual debt-service amounts.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolutions, as attached to the minutes of your Committee's meeting:

1. resolution relative to the issuance of bonds by RACM to fund $34.3 million of energy-efficiency projects (Phase II) and related bond-issuance costs not to exceed 2%; and
2. resolution to exceed the revenue limit for energy-efficiency projects (Phase II) in the 2017-18 through 2036-37 school years.

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

* * * * *

(Item 11) Action on a Request to Amend the Resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase I) in the 2017-18 through 2036-37 School Years

Background

In 2009, Wisconsin Act 28 originally created the Energy Efficiency Exemption (EEE) for projects completed within the fiscal year. In 2011, this law was modified, to include the following specifications: 1) the project must result in the avoidance of, or reduction in, energy costs or operational costs; 2) the project must be governed by a performance contract entered into under Wis. Statute §66.0133; and 3) the levy may be used to repay the bonds or notes issued to finance the project, if any are issued for periods not exceeding 20 years.

In March 2016, the Board approved Johnson Controls, Performance Services, and Trane as pre-qualified energy-service contractors for the design, engineering, project management, and implementation for the replacement of large capital costs items in accordance with Wis. Statute §66.0133; Energy Savings Performance contracting, as referenced in the Revenue-Limit Exemption for Energy Efficiency, Wis. Statute §121.91(4)(o).

In June 2016, the Board approved a contract with CESA #10 to provide owner's representative services for performance-contracting energy-savings and infrastructure-improvements projects.

In September 2016, the Board approved entering into a three-year performance contract under Wis. Statute §66.0133 with Johnson Controls, Inc., and a two-year performance contract under Wis. Statute §66.0133 with Performance Services, Inc., for $27 million of energy-efficiency projects at Vincent High School, Wisconsin Conservatory of Lifelong Learning, and River Trail.

In December 2016, $27.3 million in RACM Lease Revenue Bond proceeds was received to fund the $26.9 million of energy-efficiency projects and $0.4 million of related cost of issuance, with the execution of the Amended and Restated Cooperation Agreement, an Amended and Restated Ground Lease, an Amended and Restated Lease, Bond Purchase Agreement, bond-offering documentation, and all necessary certificates and resolutions. The bonds issued include $6.3 million issued as Qualified Energy Conservation Bonds (QECB) through an allocation provided by the City for MPS's use. The bonds have a total term of 20 years, with all bonds to be repaid by November 15, 2036.

On January 26, 2017, the Board passed the resolution to exceed the Revenue Limit for Energy-Efficiency Projects (Phase I) in the 2017-18 through 2036-37 school years.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

Adoption of the Amended Resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase I) provides funding for the corresponding debt-service payments in compliance with Wis. Statute §121.91(4)(o)(1m).

Implementation and Assessment Plan

Wis. Statute §121.91(4)(o)(1) allows a school board to adopt a resolution to exceed the revenue limit in any school year by the amount spent by the school district in that school year on a project to implement energy-efficiency measures or to purchase energy-efficiency products, including the payment of debt service on a bond issued to finance the project, if the project results in the avoidance of, or reduction in, energy costs or operational costs, the project is governed by a performance contract entered into under Wis. Statute §66.0133, and the bond obtained to finance the project is issued for a term not exceeding 20 years. If so adopted, the resolution is valid for each year in which the school board pays debt service on the bonds.

Wis. Statute §121.91(4)(o)(3) requires that, when a school district issues bonds to finance such projects as described above and utility costs are measurably reduced as a result of the project, the school board shall use the savings to retire the bonds.

As a matter of best practice, the Board should adopt the Resolution for Revenue-Limit Exemptions for Energy Efficiencies when entering into performance contracts, as referenced in Wis. Statute §66.0133, and when future utilization of the Revenue-Limit Exemption for Energy Efficiencies under Wis. Statute §121.91(4)(o) is expected. Board-approved resolutions must be passed by October 1 of the school year in which a revenue-limit exemption is sought.

Upon further review and clarification from the Department of Public Instruction (DPI), in order to be compliant with Wis. Statute §121.91(4)(o)(1m), which requires levying for the calendar year payments, an amendment to the resolution passed on January 26, 2017, is required.

Committee's Recommendation

Your Committee recommends the Board pass the Amended Resolution, as attached to the minutes of your Committee's meeting, for Revenue-Limit Exemption for Energy Efficiencies associated with the three-year performance contract entered into under Wis. Statute §66.0133 with Johnson Controls, Inc., and the two-year performance contract under Wis. Statute §66.0133, as attached to the minutes of your Committee's meeting, with Performance Services, Inc., (Phase I) funded with the issuance of RACM Lease Revenue Bonds, with a total term of 20 years, to fund $26.9 million of energy-efficiency projects at Vincent High School, Wisconsin Conservatory of Lifelong Learning, and River Trail, and $0.4 million of debt issuance costs.

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

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(Item 12) Action on a Request from Bond Counsel for Adoption of a Resolution Relative to the Issuance of RACM Refunding Revenue Bonds, Series 2017 (MPS, Neighborhood Schools Initiative Project)

Background

On August 24, 2000, the Board approved the Neighborhood Schools Plan (NSP). The NSP called for capital expenditures to be funded by borrowing authority approved in the Neighborhood Schools Initiative (NSI) legislation.

On November 21, 2001, the Board authorized the issuance of up to $100,000,000 in bonds to finance school facilities, plus an additional amount of bonds for a capitalized interest fund, for the costs of credit assurance, and to pay issuance costs. Bonds totaling $112,040,000 to fund the NSI were subsequently issued by the Redevelopment Authority of the City of Milwaukee (RACM) on the district's behalf in February 2002 and November 2003.

On March 30, 2006, the Board approved language modifications to the NSI, enabling legislation to allow debt refunding.

On February 1, 2007, RACM, on behalf of the district, issued $31,865,000 refunding bonds to advance refund $29,260,000 of November 2003 bonds to lower the costs of interest and to provide the district with net present-value savings of approximately $1.25 million. The district was also able to retire $5.1 million of bonds from that same series.

On March 30, 2017, the Board authorized the refunding of $31,865,000 of NSI bonds issued February 1, 2007.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures. As approved on March 30, 2017, the Administration continues to work with the City and the Financing Team to refund $31,865,000 NSI Series 2007A bonds, which will be refunded and issued with lower debt-service cost; resulting in a net present-value savings (net of all issuance costs and cash contribution to the refunding), as a percentage of the refunding bonds, of at least 3%. The specific reduction in debt-service cost will be determined by the level of interest rates at the time of sale.

In the process, the district will incur costs for the issuance of the new debt. These costs will be funded from bond proceeds. Payment of the issuance cost will be charged to account NSI-0-0-DBT-DW-EACL. Estimated annual administrative cost of $1,500 over the term of the debt, which replaces the current administrative costs of the 2007 bonds being refunded, will be charged to account ODB-0-0-DBT-DW-EACL.

Implementation and Assessment Plan

Current financial market conditions could result in lowering the cost of debt service on the $31,865,000 of NSI Refunding Bonds issued February 1, 2007, which are callable on August 1, 2017. The Governmental Finance Officers Association (GFOA) best-practice threshold for refunding is when net present-value savings (net of all issuance costs and cash contribution to the refunding), as a percentage of the refunding bonds, is at least 3%.

On March 30, 2017, the Board authorized the refunding of $31,865,000 of NSI bonds issued February 1, 2007.

Bond Counsel has requested the Board approve a resolution detailing the refunding of $31,865,000 of 2007 NSI Bonds.

Refunding bonds are expected to be issued on or after June 15, 2017.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution, as attached to the minutes of your Committee's meeting, relative to the issuance of Redevelopment Authority of the City of Milwaukee (RACM) refunding bonds, Series 2017 — MPS Neighborhood Schools Initiative (NSI) project.

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

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(Item 13) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts, as attached to the minutes of your Committee's meeting:

- Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., for Licensed Athletic Trainer Services, ATH-0-0-IAT-DW-ECTS.....$70,000
- Houghton Mifflin Harcourt Publishing Company for Foundational Reading Professional Development, GEN-0-0-INV-DW-ECTS $544,500

- Edgenuity, Inc., for Online Credited Courses,
  GSP-0-S-SRT-DW-ECTS $350,000
- EBS Healthcare, Inc., for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS $0
- Rehab Solutions, LLC, for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS $0
- MJ Care, Inc., for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS $93,080
- Sunbelt Staffing, Inc., for RN and LPN Services,
  NRR-0-0-BDN-DW-ECTS $884,412
- MJ Care, Inc., for Occupational Therapy Services,
  OTS-0-0-SES-DE-ECTS $0
- Dunbar Armored, Inc., for Armored Car Services,
  FSC-0-0BSF-DW-EGSV $65,000
- Catapult Learning West, LLC, for Title IA, IIA and IIIA Services,
  GOE-0-I-1N8-1S-ECTV0000 ..... $12,117,269.69
  DWC-0-0-T28-1S-ECTS0000 ..... $1,822,835.69
  GEN-0-I-T38-1S-ECTS0000 ..... $105,700.00
- Owners Group for Title IA, IIA and IIIA Services, GOE-0-I-1N8-1S-ECTV0000 ..... $8,148,068.39
  DWC-0-0-T28-1S-ECTS0000 ..... $919,217.08
  GEN-0-I-T38-1S-ECTS0000 ..... $85,600.00
- Lakeshore Equipment Company for Classroom Furniture and Materials,
  budget code varies by location ordering goods and services $1,000,000
- Wisconsin Conservatory of Music, Inc., for Arts Education Programming,
  budget code varies by location using services $35,000
- Accounting Equipment Corp for IT Support Services,
  TSV-0-0-TEC-TC-ECTS $88,025

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the contracts or increases in funds 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.

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(Item 14) 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:

- Edgenuity, Inc., for Technical Support, Maintenance and Assessment Correlation for Odyssey intervention products,
  SYS-0-0-INR-RH-ECTS $575,000
- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for evaluation support,
  OSC-0-0-INT-OI-ECTS.....$0
- Milwaukee Symphony Orchestra, Inc., for the provision of Arts in Community Education (ACE) program,
  budget code varies by location using services.....$100,000
- First Student, Inc., for summer wheelchair busing,
  TPH-0-A-SSE-DW-EPPT.....$152,500
- Follett School Solutions, Inc., for library, textbook and asset management systems,
  SLB-0-S-CSF-DW-ENTB $144,382.61
  DII-0-0-CAI-CI-ECTS.....$102,153.95
- Learning A-Z, LLC, for online literacy and science licenses,
  GEN-0-0-INV-DW-ENTB.....$655,426.40
- Wisconsin Center for the Blind & Deaf for transportation services,
  NRT-0-0-TRS-DW-EPPT.....$218,400
- Milwaukee County Transit System for bus passes,
  STP-0-0-TRS-DW-EPPT.....$2,124,000

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 attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin, payments will be made and purchase orders 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.

* * * * *

(Item 15) Action on the Award of Transportation Contracts

Background

Recommended for the Board's approval at this meeting are transportation contracts with the following contractors.

B 5734 Authorization to Extend a Contract with Brew City Taxi Cab Company and to Enter into a Contract with American United Taxicab Company, Inc., for Taxi Services

The Administration is requesting authorization to extend a contract with Brew City Taxi Cab Company ("BC") and to enter into a contract with American United Taxicab Company, Inc., ("AUT") for taxi services for students who are living in temporary situations such as shelters or emergency housing, to travel to and from school in the metro-Milwaukee area.

BC was chosen pursuant to RFB 5754. Initially, two contractors were awarded contracts as a result of that RFB, but the second contractor ultimately was unable to provide services. The Administration also has offered a contract to AUT, which was the third-highest-ranked vendor in the RFB.

BC's contract extension will run from July 1, 2017, through June 30, 2018. AUT's contract will run from June 1, 2017, through June 30, 2018, (the "Initial Term"), with the option to extend for one additional one-year term.

The total cost of each contract in this term will not exceed 90,000.

Budget Code HLT-0-0-TRS-DW-EPPT (Pupil Transportation)..... $180,000

Brew City Taxi Cab Company
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

American United Taxicab Company, Inc.
Prime Contractor Information
Certified HUB Vendor?.....No
Total # of Employees 32
Total # of Minorities 23
Total # of Women 20

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

— — —

RFP 879 Authorization to Extend Contracts with Three Contractors for Specialized Needs Transportation Services

The Administration is requesting authorization to extend the contracts with the following contractors for specialized needs transportation services: Dairyland Buses, Inc.; First Student, Inc.; and Lakeside Buses of Wisconsin, Inc.

These contractors were all chosen pursuant to RFP 879. The original contracts provided for two one-year options to extend. MPS is now exercising the second, and final, option year for these three contracts.

These contract extensions will run from July 1, 2017, through June 30, 2018. The total cost of these contracts will not exceed $6,968,000 as follows:

- Dairyland Buses, Inc. $1,872,000
- First Student, Inc. $3,905,200
- Lakeside Buses of Wisconsin, Inc. $1,190,800

Budget Codes TCS-0-0-TRS-DW-EPPT (Pupil Transportation)..... $442,000
RST-0-0-TRS-DW-EPPT (Pupil Transportation)..... $2,641,600
TPH-0-0-TRS-DW-EPPT (Pupil Transportation)..... $3,884,400

Dairyland Buses, Inc.
HUB Participation
Required..... 5%
Proposed..... 5%
$ Value..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment..... 300
Student Career-awareness Commitment..... 10

First Student, Inc.
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..... 10

Lakeside Buses of Wisconsin, Inc.
HUB Participation
Required..... 5%
Proposed..... 5%
$ Value..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment..... 300
Student Career-awareness Commitment..... 10

— — —

B5744 Authorization to Extend Contracts with Four Contractors for Transportation Services for Athletics, Academic Competitions, and Afterschool Activities

The Administration is requesting authorization to extend contracts with the following contractors to continue to provide transportation services for athletics, academic competitions and after-school activities throughout the school year: Durham School Services, LP; First Student, Inc.; Illinois Central School Bus, LLC; and Lamers Bus Lines, Inc.

These contractors were all chosen pursuant to RFB 5744. The original contracts provided for two one-year options to extend. MPS is now exercising the first option year for these four contracts.

These contract extensions will run from July 1, 2017, through June 30, 2018. The total cost of these contracts will not exceed $977,500 as follows:

- Durham School Services, LP $150,000
- First Student, Inc. $500,000
- Illinois Central School Bus, LLC..... $127,500
- Lamers Bus Lines, Inc. $200,000

Budget Codes TSP-0-0-TRS-DW-EPPT (Pupil Transportation) $927,500
SUT-0-0-TRS-DW-EPPT (Pupil Transportation)..... $50,000

Durham School Services, LP
HUB Participation
Required 5%
Proposed..... 5%
$ Value $800,000

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

First Student, Inc.
HUB Participation
Required 5%
Proposed..... 5%
$ Value $830,000

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Illinois Central School Bus, LLC
HUB Participation
Required 5%
Proposed..... 5%
$ Value .....NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.
HUB Participation
Required 5%
Proposed..... 5%
$ Value .....NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

— — —

B5735 Authorization to Extend Contracts with Seven Contractors for Field-trip Transportation Services

The Administration is requesting authorization to extend contracts with the following contractors to continue to provide transportation services for district field trips throughout the school year: 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.

These contractors were chosen pursuant to RFB 5735. Each contractor was awarded specific field-trip locations, pursuant to its low bid for those locations, as the "primary contractor." Schools and departments are directed to use the primary contractor first for those locations. Each contractor awarded a contract for field trip services also may be solicited to provide services to other field-trip locations in cases in which the primary contractor is unable to service that particular date and time.

The Department of Procurement & Risk Management tracked field-trip destinations throughout the year to determine additional high-use locations where a set rate would benefit the District. Each of the existing field-

trip contractors was asked to quote a rate for those additional locations. Locations were added to the lowest-quoting contractor for this extension term.

These contract extensions will run from July 1, 2017, through June 30, 2018. The total costs of the contract extensions are dependent upon the usage by schools and departments. Based on estimated usage, the total cost of these contracts will not exceed $1,100,000, as follows:

- Dairyland Buses, Inc. $50,000
- Durham School Services, LP $100,000
- First Student, Inc. $300,000
- Illinois Central School Bus, LLC $300,000
- Lakeside Buses of Wisconsin, Inc. $50,000
- Lamers Bus Lines, Inc. $150,000
- Specialized Care Transport, Inc. $150,000

Budget Cod Varies by location using services $1,100,000

Dairyland Buses, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Durham School Services, LP
HUB Participation
Required 5%
Proposed 5%
$ Value $800,000

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

First Student, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value $830,000

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Illinois Central School Bus, LLC
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Lakeside Buses of Wisconsin, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Lamers Bus Lines, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Riteway Bus Service, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

Specialized Care Transport, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 10

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B5736 & B5737 Authorization to Extend Contracts with Durham School Services, LP, and Lamers Bus Lines, Inc., for Summer Transportation Services

The Administration is requesting authorization to extend contracts with Durham School Services, LP, ("Durham") and Lamers Bus Lines, Inc., ("Lamers") to provide transportation services for the District's summer programming, including summer recreation enrichment camps, Summer Stars teen recreation program, Summer CLC Excel program, Devin Harris Playground League, summer academy field trips, summer playground traveling adventures, special education extended school year, summer academy super site programs, and Therapeutic Club rec programs.

These vendors were chosen pursuant to RFBs 5736 and 5737. Each contract extension will run from June 1, 2017, through August 15, 2017. The total cost of these contracts will not exceed $439,500. Durham's contract will not exceed $9,000.

Lamers was awarded two contracts: one under B5736, and the other under B5737. The total cost of both contracts for Lamers will not exceed $430,500.

Budget Codes RSR00PRCRC-ECTS $16,000
RPW00PRCRC-ECTS $3,000
SSR00PRCRC-ECTS $22,000

DTI0SW26RC-ECTS $6,000
RPW0SDH8RC-ECTS $3,000
CMS00SURDW-ECTS $205,000
RXW00PRCDW-EPPT $4,000
TPH0ASSEDW-ECTS $180,500

Durham School Services, LP
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

Student Engagement *(hours per 12-month contract)*
Paid Student-employment Hour Commitment 300
Student Career-awareness Commitment 0

Lamers Bus Lines, Inc.
HUB Participation
Required 5%
Proposed 5%
$ Value ..... NG

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, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the expenditures, by budget code, 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 transportation 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 16) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Infor Public Sector, Inc., for the Implementation of a New HRMS/FIS System and to Authorize the Purchase of Software Licenses and Maintenance from Stellar Services, Inc.

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with Infor Public Sector, Inc., ("Infor") for the implementation of a new HRMS/FIS system, Infor CloudSuite. The purchase of the Infor CloudSuite software subscription will be handled through Stellar Services, Inc., an authorized Infor reseller, as a way for Infor to achieve its HUB requirement.

Currently, the District operates separate systems for finance and human resources. Infor CloudSuite provides a single, integrated solution for the District's core financial, payroll, and human-resources functions. In addition to CloudSuite, Infor has also proposed the use of two third-party software solutions, MHC and PCI, to handle document management and cash receipts, respectively. Infor is warranting that both these solutions will fully integrate with CloudSuite.

To ensure a smooth transition to the new system, the contract is structured in phases. Implementation services will begin on June 1, 2017, with the learning-management system to go live on October 1, 2017; the financial system to go live on July 1, 2018; and the human-resources system to go live on January 1, 2019.

This contractor was chosen pursuant to RFP 932, which closed on September 13, 2016. Plante Moran, the District's contracted consultant, has guided the Administration through the selection process in conjunction with the project leads: Shannon Gordon from the Office of Finance; Chad Meyer from the Office of Innovation; and Himanshu Parikh from the Office of Human Resources. The RFP process started in July of 2016, as Plante Moran met with staff from Finance, Human Resources, the Office of Accountability & Efficiency, and Innovation to map the District's standard processes and to develop the functional requirements that needed to be found in an integrated finance-and-human-resources system. In conjunction with the Department of Procurement & Risk Management, Plante Moran authored and issued the RFP.

After the RFP closed, all responses to the RFP were reviewed, and Plante Moran prepared a comprehensive presentation of how each proposed system met the functional requirements of the system as requested in the RFP. All staff from the Finance and Human Resources and relevant staff from Innovation participated in a meeting at which Plante Moran presented this information. Thereafter, staff took a survey which asked them to indicate a preferred system and for offer comments for consideration by the selection committee.

The selection committee, composed of senior staff from Finance, Human Resources, and Innovation, then met to review the survey's results and to review additional information with Plante Moran. The committee selected two finalists for further consideration. These two vendors were each invited to Milwaukee for multi-day demonstrations of their systems. These sessions, again, were made to all staff from Finance ajd Human Resources and relevant staff from Innovation. Following the demonstrations, staff were once again requested to indicate their preferred system.

In early December, a staff team of 10, including a representative from the Office of & Accountability, went on site visits to school districts in Katy, Texas, and Cherry Creek, Colorado, to view the two finalist systems as implemented in those districts and to consult with peers about the functionality of each system and the implementation process. Each team member was asked to write a report of his/her findings on each system and to indicate an ultimate preference for the selection committee to consider. All of this extensive work by the Administration was considered and reviewed by the selection committee to determine the system ultimately chosen.

Following this selection, with the assistance of Plante Moran, the Department of Procurement & Risk Management engaged in extensive contract negotiations to ensure that the terms of the standard software and license agreements offered by the vendor were incorporated into the standard professional services contract in a way that offered the District the most possible protection and benefit.

The contract will run from June 1, 2017, through June 30, 2024, (the "Initial Term"), with three additional one-year options to extend upon mutual written agreement of the parties. The Administration will return to the Board to request authorization for each potential extension term.

The total cost of the contract in the Initial Term is estimated to be $18,663,856.11. Of this amount, $5,138,626.00 is for implementation services, $694,800.00 is for travel expenses, and $12,830,420.11 is for licenses and annual maintenance. Implementation services and travel expenses are to be billed by Infor on a

time-and-materials basis, and are subject to change based on actual services performed. The Administration will follow the processes set forth in Administrative Policy 3.09 in the event a change order or modification to the contract is needed.

Software licenses and annual maintenance/support fees are fixed for the Initial Term. The Infor CloudSuite system is a SaaS solution, requiring the payment of annual subscription fees. The third-party products, MHC and PCI, are software solutions purchased as a perpetual license; however, they will require annual maintenance. All license fees and annual maintenance fees for Infor and the third-party software solutions shall be paid to Stellar Services, Inc.

The anticipated contract amounts in the Initial Term are as follows:

Item	Payment Frequency	Total Cost
Implementation Services (Infor Public Sector, Inc.)	Milestone-based payments between 6/1/17-1/1/19	$5,138,636.00*
Travel Expenses (Infor Public Sector, Inc.)	Invoiced Monthly	$694,800.00*
Infor CloudSuite Software Licenses (purchased through Stellar Services, Inc.)	Annual SaaS Subscription Year 1: $1,677,165.32 Year 2: $1,677,165.32 Year 3: $1,677,165.32 Year 4: $1,711,208.63 Year 5: $1,745,932.81 Year 6: $1,793,310.79 Year 7: $1,852,260.12	$12,134,208.31
MHC Software (purchased through Stellar Services, Inc.)	Perpetual License: one-time payment in Year 1	$197,430.00
MHC Maintenance/Support (purchased through Stellar Services, Inc.)	Annual Fixed Fee of $38,597.40	$270,181.80
PCI Software (purchased through Stellar Services, Inc.)	Perpetual License: one-time payment in Year 1	$90,000.00
PCI Maintenance/Support (purchased through Stellar Services, Inc.)	Annual Fixed Fee of $19.800.00	$138,600.00
Total Cost — 7-year term		$18,663,856.11

*Time-and-Materials basis — estimates only

A detailed breakdown of costs relating to implementation services can be found in the Statement of Work (Attachment 1 of the Professional Services Contract attached to the minutes of your Committee's meeting). A detailed breakdown of each module/component to be purchased and license quantities can be found on the Stellar Order Form attached to the minutes of your Committee's meeting.

Budget Codes: FY18
TSV-0-0-PSU-FN-EMTC.....$1,735,563
TSV-0-0-PSU-FN-ESWR.....$287,430
TSV-0-0-PSU-FN-ECTS.....$4,477,007
FY19
TSV-0-0-PSU-FN-EMTC.....$1,735,563
TSV-0-0-PSU-FN-ECTS.....$1,356,429
FY20.....$1,735,563
FY21.....$1,769,606
FY22.....$1,804,330
FY23.....$1,851,708
FY24.....$1,910,658

Infor Public Sector, Inc.
Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 5,597
Total # of Minorities 1,369
Total # of Women 1,952

HUB Participation (per 12-month period)
Required 10%
Proposed 10%
$ Value $1,677,165.32

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin, and the purchase will be made as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and authorize the professional service contract and purchase 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 17) Report with Possible Action on Improved Water Quality in Milwaukee Public 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

At the January 26, 2017 meeting of the Milwaukee Board of School Directors a full report with possible action on water testing in Milwaukee Public Schools was submitted for review. The following update is intended to provide the community with a clear understanding of Milwaukee Public Schools' efforts in regard to next steps for improving water quality through the installation of filters on drinking fountains. For the full update, please see the attachment to the minutes of your Committee's meeting.

Although state and federal regulations do not require school districts to test water, MPS took a proactive approach to assure a safe learning environment for students and staff. The results of the testing found the following:

- There are more than 3,000 drinking fountains in MPS; 183 had levels above EPA standards.
- Any drinking fountain that tested above EPA standards was immediately turned off. The units are to be replaced, and service will resume after the replacement fixtures are tested. Of the 183 drinking fountains that were taken out of service, 122 have been replaced, retested, and put back in service.

MPS is continuing to demonstrate leadership in this area by proactively moving forward with a district-wide water-filter-installation program that will further improve the overall water quality at MPS. The three-year program will require funding of $1,000,000 per year, which will enable the District to install a filter on all 3,000 drinking fountains, with an emphasis being placed on having at least one filter installed at every school by the start of 2017-2018 school year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

* * * * *

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 and Possible Action on District 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

This report includes an update on all major family-and-community engagement activities for March and April 2017.

The District Advisory Council (DAC) met each month of this reporting period to discuss topics such as students, clubs and activities, parent-teacher conferences, student assessments, and the equity policy. The DAC has a new format this year in which each month an informational item is shared so that representatives can take that information back to their schools for feedback. Then the following month, that informational item becomes the discussion item, and representatives are able to speak on behalf of their schools. We are seeing more participation, compared with last year, but continue to work on ensuring that all every schools has a voice at this table. Our average attendance this year is 74 individuals, compared with 53 individuals at the end of last year.

One of the new initiatives for family engagement this year is the launch of Family Forums, which are full-day events that encourage learning, discussion, and collaboration between MPS staff and families. These events, which are planned in partnership with family representatives and community partners, have a variety of workshops geared toward both families and staff. March's forum, which focused on celebrating abilities

for our families of students with special needs, had 107 attendees in addition to nearly 100 representatives from community organizations, staff, and volunteers.

In March we also hosted a Fatherhood Forum, which focused on providing resources, inspiration, and networking opportunities for the men in our students' lives. We had 122 attendees for this inaugural event.

Our remaining Family Forums for this year have been selected and are currently being planned in collaboration with district families and community partners:

- Bilingual & ESL Forum — May 6, 2017, at Pulaski High School, 8:00am-2:00pm

Since the 2015-2016 school year, MPS has worked in partnership with Scholastic and United Way of Greater Milwaukee & Waukesha County to bring the My Very Own Library program to students and families. This year, 14 schools have this program, which is dedicated to putting books into the hands of children in need. Throughout the year, all students in these schools are able to participate in three separate book fairs where they can choose, for themselves, brand new books to build their own home libraries. Along with these book fairs, schools receive support to host family events to share this program with families and to encourage reading at home.

As MPS continues to work to increase family and community engagement, we must have a focus on equity in our approach. This means identifying those sub-populations within families that need extra, targeted outreach and engagement opportunities. One of these groups comprises our fathers and other men who support the success of MPS students. As we look forward to next year, MPS is forming a stronger connection with the Milwaukee Fatherhood Initiative to continue to increase support for the men in our students' lives.

At the school level, parent coordinators have received multiple professional development sessions on how to engage fathers and to create spaces for positive male role models in their schools. This professional development will continue next year in the hopes that all schools at least have a "donuts with dads"-type event, but will also leverage those events into creating spaces in which our fathers, grandfathers, uncles, cousins, and mentors may connect with each other and take active roles in supporting students' success and schools' improvement.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

None

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

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

Background

1. LRE is one of the most significant components in the Individuals with Disabilities Education Act (IDEA)-2004. 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. 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 LRE, with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

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 has developed a plan of support to ensure that every child

is receiving special education services in the LRE. The LRE Plan became part of the School Improvement Plan (SIP) in the 2011-12 school year, and all schools are required to complete one. Within the plan, schools must identify teams to work on ways to include students with special education with their non-disabled peers, set target goals, and include steps to reach those goals.

LRE Data

4. IDEA -2004 identified 20 indicators of performance that help steer states to develop State Improvement Plans that target special education. 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 Students removed from non-disabled peers less than 21% (of their school day)

Indicator 5B Students removed greater than 60% from non-disabled peers (during their school day)

Indicator 5C Students enrolled in separate school, residential facilities or homebound/hospital placements

5. The information below compares MPS LRE data-relative services, as defined by DPI and IDEA, with Wisconsin's target percentages. The MPS percent includes all students who have IEPs, including those for speech and language services. Schools update their LRE plans and are monitored monthly by Specialized Services Regional Managers.

IDEA-LRE Indicator 5 Data	*Indicator 5A: Included 60% or more of their school day with non-disabled peers*	*Indicator 5B: Excluded 40% or more of their school day from non-disabled peers*	*Indicator 5C: Students enrolled in separate school, residential facilities or homebound/hospital placements*
IDEA-LRE Indicator 5 Data	Indicator 5A: Less than 21% of the school day	Indicator 5B: Greater than 60% of the school day	Indicator 5C: Other Environments
WI Target Percent 2015-16	65.20%	29.75%	1.10%
MPS — September 2014	71.18%	27.17%	1.65%
MPS — September 2015	70.96%	27.27%	1.77%
MPS — September 2016	72.14%	26.48%	1.38%
MPS — October 2014	71.17%	27.21%	1.61%
MPS — October 2015	71.07%	27.33%	1.60%
MPS — October 2016	72.06%	26.51%	1.43%
MPS — November 2014	71.09%	27.29%	1.62%
MPS — November 2015	71.20%	27.10%	1.71%
MPS — November 2016	72.69%	25.95%	1.36%
MPS — December 2014	70.83%	27.50%	1.66%
MPS — December 2015	71.28%	27.08%	1.70%
MPS — December 2016	73.18%	25.57%	1.25%
MPS — January 2015	70.42%	28.87%	0.70%
MPS — January 2016	71.40%	26.96%	1.64%
MPS — January 2017	73.41%	25.44%	1.15%
MPS — February 2015	71.18%	27.24%	1.58%
MPS — February 2016	71.93%	26.53%	1.54%
MPS — February 2017	73.92%	25.46%	0.62%
MPS — March 2015	71.11%	27.18%	1.72%
MPS — March 2016	71.95%	26.46%	1.60%
MPS — March 2017	74.11%	25.02%	0.87%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No Fiscal Impact

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Falk 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 Strengthening Central Services in the Service of Improving Teaching and Learning

Background

Your Committee reports having received a report on strengthening central services in the service of imporving teaching and learning. This report included an overview of the proposed reorganization of central services departments and offices. The district's problem of practice was defined as, "MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning; thus, there are opportunity gaps that perpetuate low student achievement." To target this problem of practice, a new office, the Black and Latino Male Achievement Office will be established for the 2017-18 year.

The Administration continues to focus on aligning all efforts to realize improved academic outcomes for our students. This includes budget planning, strategic planning, and the reorganization and redeployment of personnel.

It is important to note that the Administration remains actively committed to meeting the eight strategic objectives by carrying out the lines of effort that are attached to them. Strengthening Central Services through our collective-impact focus will facilitate meeting the eight strategic objectives in the most expedient manner. Some of these strategies that will position MPS for success are the implementation of best practices from organizations such as the Wallace Foundation and the Panasonic Foundation and the better alignment of staff skills to the eight strategic objectives and corresponding lines of effort.

The presentation before you will provide an overview of the objectives that will lay the foundation for strengthening Central Services, illustrate how restructuring will yield improved results for students, and detail the importance of transformational support in this process, to include information on the creation of the Office of Black and Latino Male Achievement and the redeployment and reorganization of staff.

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 1.01 - Vision, Mission, Core Beliefs, and Goals

(Item 2) Action on Amendments to the Superintendent's Proposed FY18 Budget

Background

On April 25, 2017, the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2018 district budget. On April 26, 2017, the Superintendent's proposed FY2018 district budget was posted on the MPS Portal for the general public to view.

Your Committee reports having received an overview of the work done for FY18 strategic planning and budgeting. Your Committee also reports having received an overview of the Superintendent's proposed FY2018 budget from the Administration at its meeting on May 4, 2017. Your Committee accepted public testimony on the proposed budget at this meeting.

Your Committee also reports having given public hearing on the Superintendent's proposed FY2018 budget at its meeting on May 16, 2015.

In addition to your Committee's meetings, the Board is scheduled to give final public hearing, pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, on the proposed Fiscal Year 2018 School Operations, Construction, and Extension Fund budgets at a meeting scheduled for May 23, 2017.

At its meeting on May 16, your Committee conducted a work session and took action on the following two proposed amendments to the Superintendent's proposed FY2018 budget (see attachments #1 and #2 to the minutes of your Committee's meeting):

- Budget Amendment #1, by Director Báez, to align budget priorities and operations to the district's commitment to equity through increasing accountability of the Office of Bilingual and Multicultural Education; and
- Budget Amendment #2, by Director Woodward, to delay the implementation of the uniform policy to the 2018-19 school year and to redirect any funds allocated for the implementation of the uniform policy in the 2017-18 school year toward raises for the lowest paid employees.

Prior to the Board's regular meeting of May 2017, a second round of proposed budget amendments, which are to be developed subsequent to the formulation of your Committee's report, may be submitted directly to the Board without recommendation for its consideration and action.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 2.05,Board Planning Cycle

Fiscal Impact Statement

To be determined based upon the actions of the Board.

Committee's Recommendation

Your Committee recommends that:

1. in regard to Amendment #1 by Director Báez, the amendment's language be considered and the Board direct the Administration to provide the Board with information on the budgeting and organizational impacts of the amendment in September and that a work session on the District's efforts in bilingual and multicultural education be scheduled prior to Board's regular monthly meeting in September 2017;
2. Amendment #2 by Director Woodward be placed on file; and
3. the Board determine what action it wishes to take regarding the following second round of proposed amendments to the Superintendent's proposed FY2018 budget, which were developed subsequent to the formulation of the Committee's report and are, therefore, being submitted directly to the Board without recommendation:
   — Amendment #4 by Directors Miller and Báez to allocate $7,569,385 to:

- provide base-building raises to MPS employees who make less than $80,000, using quartiles established in previous budgets to ensure that the lowest-paid workers get the greatest percent of increase;
- create a framework in the budget for all educational assistants to reach the top of their pay ranges within five years of employment;
- rehire all employees laid off through the FY18 budget, to be placed in openings throughout the District for which these employees meet minimum qualifications; and
- create a framework in the budget for all MPS employees to make, at a minimum, $15 per hour by FY22.

— Amendment #5 by Director Sain to re-allocate $10 million from pre-paid debt service as follows:

1. $5 million to fund an effort to attract and to retain employees for hard-to-fill positions;
2. $3 million to fund incentives for individuals to commit to serve for a minimum of three years in our identified low-performing schools; and
3. $2 million to fund raises for employees across all of our bargaining units.

Regarding Amendment #1, Director Miller moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Regarding Amendment #2, Director Falk moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

Director Miller moved to adopt Amendment #4.

Director Bonds moved a substitute motion, to place the Amendment on file and direct the Board's President to call a work session for further information to be provided to the Board on budget projections.

The motion failed of adoption, the vote being as follows:

Ayes — Directors Bonds and Harris — 2
Noes — Directors Báez, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 7.

Director Bonds moved a substitute motion, to hold the Amendment for consideration in October.

The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Harris, Phillips, Voss, and President Sain — 5.
Noes — Directors Báez, Falk, Miller, and Woodward — 4

Vice President Miller in the chair at 10:57 PM.

President Sain moved that, in lieu of adopting Amendment #5, the Board have a work session in August to address the areas listed in the Amendment.

The motion prevailed, the vote being as follows:

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

President Sain in the chair at 11:08 PM.

* * * * *

(Item 3) Action on the Superintendent's Proposed 2017-2018 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

The Administration is presenting the following resolutions for the Committee to recommend for adoption by the Milwaukee Board of School Directors:

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 $982,169,341 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 2018 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 2018, 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 $2,687,203 will be required for the 2018 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,100,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2018, 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 $24,814,844 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2018 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 2018, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Fiscal Impact Statement

The proposed 2017-18 budget reflects an overall reduction in spending of $21.0 million, or 1.8%, from the 2016-2017 budget. The reduction reflects the fact that the 2016-17 budget included borrowing in the Construction Fund which is not included in the proposed budget for 2017-18. Projected revenues in the general operations budget are virtually unchanged at a 0.3% increase over 2016-17.

The total proposed budget — which includes grant funding and funding for Milwaukee Recreation — is $1,176,129,642, down from $1,197,098,961 in 2016-2017.

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 2017, however, once the District has received final information regarding federal and state aids, revised budgetary resolutions will be brought to the Board for its consideration and adoption. The Board Clerk will then certify that action to the City Clerk for purposes of the tax levy.

Committee's Recommendation

Your Committee recommends that the Board approve the budget resolutions contained in the attachments to the minutes of your Committee's meeting (pending any adjustments necessitated by additional amendments to the proposed budget to be presented at the time of the Board's meeting).

As Board Rule 1.14(g) requires a recorded affirmative vote of two-thirds of the Board's membership to approve tax funds for the Construction Fund, and there being no objection, the President announced that the Board would consider the resolution regarding the Construction separately.

Director Bonds moved to adopt the resolutions regarding the School Operations and Extension Funds.

The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, Voss, and President Sain — 6.
Noes — Directors Báez, Miller, and Woodward — 3.

Director Miller moved to adopt the resolution regarding the Construction Fund.

The motion prevailed, the vote being as follows:

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

* * * * *

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 Transportation to Head Start Students for the 2017-18 School Year

Background

The Milwaukee Public Schools Head Start Program is seeking approval to provide transportation services to Head Start students (in the three- & four-year-old programs) who request or need transportation to and/or from school in the 2017-18 school year. MPS currently transports 3,228 K3 and K4 students safely, including Head Start students. The same quality service will continue to be provided for Head Start students in the upcoming school year. In order to implement this service, the Administration is requesting approval to submit the attached Transportation Waiver Request Data Collection Form, which seeks waivers of the following Head Start Performance Standards:

- Child safety-restraint systems requirement (45CFR 1310.11(a)) — four-year-old students only; and
- Bus-monitor requirement (45CFR 1310.15 (c)(1)) — three-year-old and four-year-old students.

Equitable access to educational opportunities is a guiding principle of MPS. The requested waiver would allow all families access to Head Start services, regardless of their transportation circumstances. Equitable access to Head Start resources for all families through the provision of quality and dependable transportation furthers the MPS commitment to a single standard of care for all students.

With the approval of transportation in the FY14 school year, MPS Head Start experienced a 7.9% increase in attendance (as compared with FY13). The average program-attendance rate increased from 83.3% to 91.2%. It is our experience that Head Start enrollment and attendance will continue to trend upward if transportation services are continued. Additionally, by offering transportation to all students, families would be able to ride buses together, rather than Head Start children being separated from their siblings.

MPS is committed to a standard of care for all children, and we believe that our long history of transporting K3 and K4 students specifically demonstrates our ability to successfully add the additional Head Start students to our current transportation plan.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

It is expected that 73% of the 1,444 children in Head Start will use the transportation services. Providing this service would involve MPS supporting 90 bus routes at a cost of $2.400,000. The district would cover these costs with local funds and not use Head Start funding to support this service.

Implementation and Assessment Plan

Milwaukee Public Schools maintains the highest standards in the transportation of students and has a proven track record of safely transporting students in K3-12th grades. All transportation services provided for students are currently fully compliant with 45CFR1310.11(a), 45CFR 1310.15(c)(1), Wisconsin State Statutes, and Administrative Codes. Compliance is ensured through contracts and regular monitoring of provider services.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2017-18 Head Start Transportation Waiver 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 2) Action on a Request to Approve the Head Start State Funding Application for the 2017-18 School Year

Background

The Administration for 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 for Public Instruction provides for state supplemental Head Start funds in the amount of $421,578 to operate the Head Start program at Obama School of Technical and Career Education during 2017-18 school year. The proposed grant application reflects an increase in seat allocation and funding for the MPS Head Start program.

The Head Start state supplemental grant application information was presented to and approved by the Policy Council on May 4, 2017.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

Does not authorize expenditures. The state grant is expected to be $421,578.

Implementation and Assessment Plan

Upon approval of this item, 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 2017-18 Head Start State Funding application 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 3) Action on a Request to Amend the Non-Instrumentality Charter Contract with Highland Community School

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 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 April, 2017, the Department of Contracted School Services received written notification from the Highland Community School's representatives requesting a change in leadership effective for the 2016-2017 school year.

The Administration is in agreement with the proposed change and is recommending that the Board approve the following contract amendment:

a. Mark Joerres shall be the person in charge of the school.

All Appendices connected to this contract will be updated to reflect the change.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 be effective with the 2016-2017 school year. 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 Non-Instrumentality charter contract with Highland Community 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.

* * * * *

(Item 4) Action on a Request to Amend the Non-Instrumentality Charter Contract with Transcenter for Youth, Inc., for NOVA Tech

Background

NOVA Tech was established in fall 2014 as a non-instrumentality charter school. The school is currently located at 2433 West Roosevelt Drive. The current contract serves a maximum of 100 full-time-equivalent (FTE) pupils in grades nine through twelve.

The mission of NOVA Tech is to provide educational opportunities and develop career pathways for high-school students interested in technical fields, including manufacturing and the trades.

In December, 2016, the Department of Contracted School Services received written notification from NOVA Tech's representatives requesting a change in location beginning with 2017-2018 school year.

The Administration is in agreement with the proposed change and is recommending that the Board approve the following contract amendment:

a. NOVA Tech shall be located at 225 West Capitol Drive, Milwaukee WI 53212.

All Appendices connected to this contract will be updated to reflect the change.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 be effective with the 2017-2018 school year. 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 non-Instrumentality charter contract with Transcenter for Youth, Inc., for NOVA Tech 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 5) Action on a Request to Approve the Instrumentality Charter School Contract with The Alliance School of Milwaukee

Background

The Alliance School of Milwaukee, located at 850 West Walnut Street, was established as an instrumentality charter school beginning with the 2005-2006 school year.

The mission of Alliance is to provide a safe, student-centered, and academically challenging environment to meet the needs of all students.

On February 23, 2017, the Board took action to approve the charter school's renewal for five years and authorized the Office of Contracted School Service, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from The Alliance School of Milwaukee.

In April 2017, representatives from Alliance and the MPS Administration, in consultation with the MPS Office of Board Governance and the Office of the City Attorney, met to negotiate a contract for The Alliance School of Milwaukee using the Board-approved instrumentality model contract.

All modifications addressed in this item have been mutually agreed upon by all parties previously listed.

Contingent upon the Milwaukee Board of School Directors' approval, Alliance accepts the instrumentality charter contract as attached to the minutes of your Committee's meeting, with the following modifications:

a. Allan Laird shall be the person in charge of the charter school;
b. the name of the school is The Alliance School of Milwaukee;
c. the location of the school is 850 West Walnut Street;
d. performance criteria have been revised to reflect applicability;
e. Alliance will serve up to a maximum of 200 full-time-equivalent (FTE) pupils in grades 9 through 12 for the 2017-2018 school year, and contingent upon a new location to accommodate the growth, ramp up to 240 FTE pupils for the 2018-2019 school year, 280 FTE pupils for the 2019-2020 school year, 320 FTE pupils for the 2020-2021 school year and 360 FTE pupils for the 2021-2022 school year;
f. the term of the contract is five years, to start with the 2017-2018 school year and to end with the last regularly scheduled day of the 2021-2022 school year.

Technical revisions have been made throughout the contract, and revisions have been made to the attached Appendix A.

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 9.12, Charter Schools

Fiscal Impact Statement

The funds for this charter school contract will be included as part of the FY18 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective with the 2017-2018 school year. 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 instrumentality charter school contract, as attached to the minutes of your Committee's meeting, with The Alliance School of Milwaukee to begin with the 2017-2018 school year and to end with the last regularly scheduled day of the 2021-2022 school year.

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

* * * * *

(Item 6) Action on a Request to Amend the Non-Instrumentality Charter Contract with Milwaukee Teacher Education Center for Milwaukee Environmental Sciences Academy

Background

Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning in fall 2011. Milwaukee Environmental Sciences Academy's mission is to provide a solid, intensive program of academic study aligned with the Wisconsin Core Standards that is dedicated to the intellectual, physical, social, and emotional growth of all students within a safe and orderly environment. The Goal of Milwaukee Environmental Sciences Academy is to develop a high-performing urban charter school with a focus on environmental sciences using Expeditionary Learning model.

The current contract is for up to a maximum of 530 full-time-equivalent (FTE) pupils in grades K4 through 8 for the 2016-2017 school year and 580 FTE pupils in grades K4 through 9 for the 2017-2018 school year.

In December 2016, the Department of Contracted School Services received written notification from representatives of Milwaukee Environmental Sciences Academy requesting amendments to the charter school contract. After thoughtful consideration and planning, the Charter School is requesting to remain a K4-through-8 learning environment for the remainder of the contract term.

The Administration is in agreement with the proposed changes and is recommending that the Board approve the following contract amendments:

a. Dr. Laci Coppins Robbins shall be the person in charge of the Charter School beginning with the 2016-2017 school year;
b. Milwaukee Environmental Sciences Academy will serve up to a maximum of 530 FTE pupils in grades K4 through 8 for the 2017-2018 school year.

All Appendices connected to this contract will be updated to reflect the changes.

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 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective with the 2017-2018 school year. A copy of the contract as well as other appendices will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amended non-instrumentality charter contract, as attached to the minutes of your Committee's meeting, with Milwaukee Teacher Education Center for Milwaukee Environmental Sciences Academy.

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

* * * * *

(Item 7) Action on a Request to Amend the Instrumentality Charter Contract with Honey Creek Continuous Progress School

Background

Honey Creek Continuous Progress School, located at 6701 West Eden Place, was established as an instrumentality charter school beginning in fall 2005 and serves grades K4 through 5.

The vision of Honey Creek Continuous Progress School is to create an environment in which students are academically prepared to meet the challenges of higher education and will become socially responsible citizens.

In January 2017, the Department of Contracted School Services received written notification from Honey Creek representatives requesting an amendment to the charter school contract to increase full-time-equivalent (FTE) seats from 395 pupils to 401 pupils for the 2017-2018 school year and duration of the contract term.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item will be a part of the FY18 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective. 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, as attached to the minutes of your Committee's meeting, with Honey Creek Continuous Progress School.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the MPS Head Start Policy Council, to the Title I District Advisory Council (DAC), to the Library Board, to CESA #1, and to the Milwaukee Education Partnership (MEP).

* * * * *

(Item B) 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 May 2017 included the following:

Academic Achievement

- Attended various school-based events including:
  - FabLab award announcement at Bradley Technology and Trade School
  - Human and Women's Rights conversation at Lowell School

- Maple Tree School's open house
- Arbor Day celebrations at Milwaukee Sign Language School and Maple Tree School
- Auer Avenue's 105th birthday celebration
- Career Day at Thurston Woods Campus
- School-to-Work recognition event at Alverno College
- EverFi financial literacy celebration at South Division High School
- Vincent High School's agriculture showcase

- Visited various schools, including Bruce, Hawthorne, Thurston Woods, Morse, and James Madison Academic Campus

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - Danae Davis, Executive Director, Milwaukee Succeeds
  - Lauren Baker, Executive Director, Milwaukee Teachers' Education Association
  - Dr. Alan Shoho, Dean, University of Wisconsin-Milwaukee School of Education
  - Rodney Bourrage, Founder, Operation DREAM
  - Gerard Washington, Assistant Chief, Milwaukee Fire Department
  - Dr. Eve Hall, President, Milwaukee Urban League
  - Dennis Shields, Chancellor, UW-Platteville
- Attended various district events, including:
  - MPS Family Forum at Pulaski High School
  - MPS Alumni Reunion at the Italian Community Center
  - Communities Coming Together to Save Lives at Washington High School
  - Washington High School's Alumni Luncheon
- Attended various community-based events, including:
  - Milwaukee Education Partnership's HBCU event
  - Granville Design Charette at UWM School of Architecture & Urban Planning
  - Metropolitan Milwaukee Alliance of Black School Educators' Teacher Recognition Banquet
  - Boys and Girls Clubs of Greater Milwaukee MVP Awards
  - African American Chamber of Commerce Breakfast of Champions
  - City Year Annual Awards
  - GSAFE Celebration of Leadership
  - Milwaukee Ceasefire Sabbath
- Attended the monthly meeting of Milwaukee Public Library Board of Trustees
- Attended the Milwaukee Public Library's Building Development meeting
- Attended the Milwaukee Succeeds Executive Committee's meeting
- Attended the Milwaukee Black Male Achievement Advisory Council's meeting

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance
  - Dr. Darienne Driver and the MPS Senior Team
- Met with the Panasonic Foundation to discuss partnership with MPS
- Attended the District Attendance Liaison meeting

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NEW BUSINESS

(Item 1) Action on a Proposed Policy and Procedure on Theft, Fraud, Waste, Abuse, and Illegal or Unethical Behavior

Referred to the Committee on Legislation, Rules and Policies.

(Item 2) Action on a Request to Revise Board Governance Policy 4.05, Budgeting/Forecasting, and Board Rule 1.14, Voting Methods

Referred to the Committee on Legislation, Rules and Policies.

(Item 3) Action on a Request to Adopt Resolution 1617R-006 by Directors Bonds and Harris to Develop an MPS Equity Policy and Approval of Administrative Policy 1.06, Equity

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

RESOLUTIONS

Resolution 1718R-001

By Directors Bonds and Sain

WHEREAS, The mission of Milwaukee Public Schools provides that "schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all"; and

WHEREAS, The Milwaukee Public Schools has a policy regarding the naming of school buildings which requires that a person be deceased for 10 years before a building may be named after such person; and

WHEREAS, Administrative policy 5.01(6) states, in part, that when a school is named after a person, the person after whom it is named shall have made an outstanding contribution to the public welfare; and

WHEREAS, Administrative Policy 5.01(6)(b), states that "the recommendation of a name change shall be brought to the Board through the local governance structure of the school"; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to work with the Dr. Benjamin Carson Academy of Science school community to explore the renaming of the facility; and be it

FURTHER RESOLVED, That the Administration provide the Board with an update regarding the name change by the October 2017 Board cycle.

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

The Board next took up the Communication from the Board Clerk of which consideration had been deferred earlier in the meeting:

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

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

Director Bonds moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider Employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

The motion prevailed, 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 11:31 PM.

The Board adjourned from executive session at 12:38 AM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 8, 2017

Special meeting of the Board of School Directors called to order by President Sain at 5:37 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 9.
Absent and Excused — None.

The Board Clerk read the following call of the meeting:

June 1, 2017

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, June 8, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider the following items of business:

1. Report and Analysis from the Public Policy Forum on the Milwaukee Public Schools Proposed FY18 Budget
2. Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

In regard to Item 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.

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Report and Analysis by the Public Policy Forum on the Proposed MPS 2017-18 Budget

Background

Public Policy Forum annually provides a detailed analysis of the major elements of the District's proposed budget and the strategies that the District is proposing to maintain funding for its strategic priorities despite the continued fiscal challenges. The Public Policy Forum's objective is to provide an independent assessment of the district's finances that will encourage informed deliberations by policymakers in Milwaukee and Madison.

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

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item is intended to inform budget discussions ahead of the fall budget-adjustment process and has no fiscal impact.

Implementation and Assessment Plan

Data contained in this external analysis will be used to inform future strategic-planning-and-budget work sessions.

The Board received the report from the Public Policy Forum.

* * * * *

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

Director Falk moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), for the purpose of considering employment, promotion, compensation or performance evaluation data relative to the terms of an Employment Agreement with the Superintendent of Schools.

The motion prevailed, the vote being as follows.

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

The Board retired to executive session at 6:50 PM.

The Board adjourned from executive session at 7:55 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 22, 2017

Special meeting of the Board of School Directors called to order by President Sain at 7:31 PM.

Present — Directors Bonds, Falk, Harris, Voss (arrived 7:36 PM), Woodward, and President Sain — 6.
Absent and Excused — Directors Báez, Miller, and Phillips — 3.

The Board Clerk read the following call of the meeting:

June 21, 2017

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Sain , a special meeting of the Board of School Directors will be held at 7:30 p.m. (or immediately upon adjournment of the meeting of the Committee on Accountability, Finance, and Personnel scheduled to begin at 5:30 p.m.) on Thursday, June 22, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of receiving and taking action on reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions).

Pursuant to Wisconsin Statutes, Section 19.85(1)(f), the Board may retire to executive session for the purpose of considering disciplinary data of specific persons. The Board may reconvene in open session to take action on matters considered in executive session.

The Board may reconvene in open session to take action on matters considered in executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

The Board Clerk presented three 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 May 25, 2017.

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

Ayes — Directors Bonds, Falk, Harris, Voss, Woodward, and President Sain — 6.
Noes — None.

The Board adjourned at 7:38 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 29, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:42 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss (arrived 7:07PM), Woodward, and President Sain — 9.
Absent and Excused — None.

President Sain requested a moment of silence to commemorate the passing of five members of our MPS family during the past month:

- Jamila Gates, a 2016 graduate of Alliance High School, who passed away on June 11, 2017;
- Marqulis Stovall, a 1st-grade student at Emerson, who passed away on June 13, 2017;
- Emani Robinson, a 10th-grade student at Marshall, who passed away on June 26, 2017;
- Dr. Lee McMurrin; the MPS Superintendent from 1975 until 1987, who led MPS's early desegregation efforts and who passed away on June 11; and
- Ms. Lucinda Jackson Gordon; a former MPS teacher and founder of Lady Pitts School, who passed away at the age of 101 on June 19.

Following the moment of silence, the President stated that, as provided in the call of this meeting, and in accordance with Board Rule 1.09(2), the Board would take a vote to accept public hearing on items 2, 3, and 4 of the Reports and Communications from the Superintendent of Schools, which pertained to a non-Instrumentality charter contract and two leases with Carmen High School of Science and Technology, Inc. (see below).

AWARDS AND COMMENDATIONS

(Item 1) Presentation of Donald J. O'Connell Memorial Auditorium Seasonal Artwork

This evening we will be celebrating the unveiling of new artwork developed for the Donald J. O'Connell Memorial Auditorium. This endeavor was made possible through the collaboration of Wendell Willis, MPS Chief Operations Officer; Facilities & Maintenance staff; Deb Jolitz, MPS Fine Arts Manager; and community artist Tia Richardson.

These murals were created to portray our children and our communities. The four interchangeable murals depict the uniqueness and diversity in our seasons, schools, and community.

This season's mural, *Multicultural Tree of Life — Summer,* was painted with the help of students in grades K5 through five from Elm Creative Arts School's 2016 summer creative arts camp. Students were taught the wax-resist method to paint the tree's leaves and flowers. They also painted the grass and sky using acrylic paint.

* * * * *

(Item 2) Excellence in Education Award: MPS Drive Program — Free Driver Education for MPS Students

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:

Nichole Yunk Todd, Lois Quinn, and John Pawasarat
Community Members
MPS Drive Program — Free Driver Education for MPS Students

With careers deeply rooted in justice and public service, it is no surprise that Lois Quinn, John Pawasarat, and Nichole Yunk Todd played integral roles in the development of the MPS Drive program.

Lois and John, now retired, were longtime researchers for UWM's Employment and Training Institute and worked tirelessly throughout their career to achieve equity for underrepresented populations, specifically focusing on people who live in the areas of Milwaukee experiencing the highest and most persistent rates of poverty. John and Lois have been documenting the driver's licensing needs of Milwaukee teens, and particularly youth of color, since 1998. Nichole is the Administrator of the Division of Youth Services for Wisconsin Community Services. She is also a founding member of the Youth Justice Milwaukee Coalition, and was the inaugural director of the Center for Driver's License Recovery & Employability in 2007.

Recognizing the positive implication that possessing a valid driver's license has for post-high-school success, Nichole entered the Greater Together Challenge in 2014 with an idea to provide free driver education to MPS students. It won the challenge, which included over 200 other entries. Her idea was built upon Lois and John's research and sparked several conversations with stakeholders in the community who had a vested interest in young people having greater access to driver education. As the largest single provider of driver education to age-eligible teens in Milwaukee, MPS recognized this as an opportunity to restore access to free driver education to its students.

MPS initiated the Universal Driver Education Collaborative in December of 2014, on which both Lois and Nichole served. This group worked for over a year to create a framework for the program which includes a track for students needing to restore suspended driving privileges. MPS piloted the MPS Drive program at four high schools during the Spring of 2016, serving over 250 students. Lois and John put together a comprehensive evaluation of the pilot, which clearly demonstrated the need for and success of the program.

The MPS Drive program began year one of implementation in September of 2016 at eight high schools and is on pace to serve 1,400 MPS students by the end of July. To date, the program has experienced a 97% passing rate on the temporary permit test, and 133 students have received their probationary driver licenses — a number which is increasing daily. During the 2017-18 school year, the program will be expanding to serve 2,400 students with an annual capacity of 6,000 students by the year 2020.

MPS Drive is Redefining the MPS Experience by empowering students to become self-reliant adults. A driver's license means so much more than the right to operate a motor vehicle. It means freedom. It means independence. And, combined with a high-school diploma, it means a world of opportunity. Now we can proudly say to every graduate, "Go anywhere. Be anything. You have the education, and MPS has put you right where you deserve to be: the driver's seat."

The Milwaukee Board of School Directors and the entire school community recognize Nichole Yunk Todd, Lois Quinn, and John Pawasarat for their dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

(Item 3) MPS Winners of the Wisconsin Association of Bilingual Education's Student Writing Contest

Winners of the 2017 Wisconsin Association of Bilingual Education's (WIABE's) Writing Contest were recently honored at the WIABE's Conference.

This year's theme was "Many Cultures, Many Languages Shape Our Future." Two winners are students in Milwaukee Public Schools.

Middle School Category Winner ..... Bianey Calixto-Domínguez,
8th-grader at La Causa Charter School

High-School Category Winner..... Zing Tha,
9th-grader at South Division HS

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(Item 4) Recognition of the Interscholastic Athletic and Academic Accomplishments of MPS Students

More than 6,500 Milwaukee Public Schools students participate in Interscholastic athletic and academic activities annually. Extracurricular activities contribute to the development of each student participant while promoting sportsmanship, leadership, and school unity.

During the 2016-17 school year, a number of our student participants and teams achieved levels of success deserving of special recognition. This evening, we will be recognizing these competitors who exemplify what it means to be MPS Proud!

Wisconsin Association of Cheer/Pom Coaches (WACPC) State Cheer Championships

Rufus King International High School's cheer dance team once again earned the Division 1 Large Cheer Dance State Championship at the WACPC's State Cheer Championships on February 25. This is the second time that Rufus King has qualified in this particular division and their fourth their fourth trip to the state championships since 2011.

The winning team, which is coached by Veronica Bohannon and Robin Anderson, includes:

Jamisha Matos, Captain	Bianca Gregory, Co-captain	Kiarra Russell, Co-captain
Lakendra Curry	Anyia Gaines	Amani Grace
Ryonna Hendricks	Talithia Hicks	Kalenea Holt
Dakydra Johnson	Miracle Powell	Taliyah Smith
Shavonna Toney		

National Catholic Forensic League (NCFL) Tournament

MPS was well-represented at the NCFL's Grand Nationals Forensics Tournament in Louisville, Kentucky, this past May. Milwaukee High School of the Arts, Lynde and Harry Bradley Technology and Trade School, Ronald Wilson Reagan College Preparatory High School, and Rufus King International High School all sent participants to this event.

Top performers included Julia Matiszik from Ronald Reagan, who broke into the quarter-finals (top 24 in the nation) with her Declamation piece. This is the first time in Reagan's history that a student has been to the quarter-finals.

Bradley Tech's Duo Team of Keziah Carter and Diamond Harris reached the semi-finals and took 11th place out of 212 Duo Teams.

A complete list of those who competed in Forensics includes:

Milwaukee High School of the Arts
Tomisha Jackson — Oratorical Declamation
Ayanna Martin — Oral Interpretation of Literature

Rufus King International High School
Lacandra McCaray & Morgan Coleman — Public Forum Debate

Ronald Wilson Reagan College Preparatory High School
Alanna Bielawski & Jazmin Reyes — Duo Team
Amber Weissert & Mayada Issa — Duo Team
Samia Sheikh — Declamation

Julia Matiszik — Declamation
Joe Vitrano — Dramatic Performance

Lynde and Harry Bradley Technology and Trade School
N'namdi Carter — Extemper
Keziah Carter & Diamond Harris — Duo Team

Washington High School's Chess Team

Also having success this year was the Washington Chess Team. Coach Michael Moore and his students qualified for state competition this year.

Two players who excelled were Ivan Reyes and Allan Ward: Ivan Reyes was runner-up on board 5 and finished with a 4-1 record; Allan Ward was the State Champ on board 4 and also finished with a 4-1 record.

Other members of the Washington chess team are Angelisa Vinson, Samuel Thomas, Nhia Kou Xiong, Tavion Bell, Kenrese Cain-White, Devonte Franklin, Devonaire Williams and Montrell Watson.

Rufus King High School's WIAA Girls' Track State Champions

The Rufus King girls' track team, coached by Calvin Matthew and Tenia Fisher, repeated as Division 1 WIAA state track and field champs. The meet took place at Veterans Memorial Stadium at UW-La Crosse on June 2 and 3. The event's state champs include Makayla Jackson in the 100 meter; the 4x200 relay team of Camarii Tellis, Jayla Abdullah, Rosie Cramer, and Makayla Jackson; and the 4/100 meter relay team of Camarii Tellis, Amari Brown, Mariah Williams, and Makayla Jackson.

A complete list of those from the King girls' track team that competed, their events, and how they finished is presented below.

100M
1st Place.....Makayla Jackson
4th Place.....Amari Brown

4x200 Relay
1st Place.....Camarii Tellis, Jayla Abdullah, Rosie Cramer, Makayla Jackson
Alternates.....Shanya Kendrick & Chapris Viveretta

400M
3rd Place.....Kiersten Walker

4x100 Relay
1st Place.....Camarii Tellis, Amari Brown, Mariah Williams, Makayla Jackson
Alternates.....Chapris Viveretta and Raven Kennedy

300 Hurdles
9th Place.....Siarah Jones

100 Hurdles
11th Place.....Siarah Jones

200M
4th Place.....Kiersten Walker
5th Place.....Amari Brown

4x400
16th Place.....Kiersten Walker, Siarah Jones, Maya Chaney, Akili Pleas-Carnie

Long Jump
2nd Place.....Makayla Jackson

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of May 2017, were approved as printed.

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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 the Board will have to adopt in order to authorize issuance of the RANs:

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 BG 4.05, Budgeting/Forecasting

Fiscal Impact Statement

Adoption of the resolution will provide to MPS 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.

The motion prevailed, 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) Report with Possible Action from the Washington High School Alumni Scholarship Foundation (WHSASF) to the Milwaukee Board of School Directors Regarding the Sale of Two Birger Sandzen Paintings to Fund College Scholarships for Washington High School Graduates

Background

Members of the Washington High School Alumni Scholarship Foundation (WHSASF) have requested the opportunity to express their gratitude to the Milwaukee Board of School Directors for allowing the sale of two paintings by Swedish artist Birger Sandzen that were originally gifted to the school by its graduating class of 1927.

The net proceeds from the sale of "Creek at Twilight" and "Mountain Symphony" ended up to be $771,000. This amount will be set aside by the WHSASF to fund college scholarships for Washington High School graduates. This accomplishment that will serve our students was made possible through the support of the Milwaukee Board of School Directors.

* * * * *

Before proceeding with the remainder of the reports of the Superintendent, as was previously announced, the Chair stated that, in accordance with Board Rule 1.09(2), the Board would entertain a motion to accept public testimony on items B, C, and D of the Reports and Communications from the Superintendent of Schools.

Director Woodward moved to accept public testimony on items B, C, and D of the Reports and Communications from the Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes — Directors Baez, Bonds, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 9.
Noes — None.

(Item 2) Action on a Request to Approve the Non-Instrumentality Charter Contract with Carmen High School of Science and Technology, Inc., to Begin with the 2017-2018 School Year

Background

Carmen High School of Science and Technology, South, , which is located at 1712 South 32nd Street, was established as a non-instrumentality charter school beginning with the 2007-2008 school year. Carmen Middle/High School of Science and Technology, Northwest Campus, which is located at 5496 North 72nd Street, was established as a non-instrumentality charter school beginning with the 2013-2014 school year. Carmen High School of Science and Technology, Southeast Campus, which is located at 2500 West Oklahoma Avenue, opened in the fall of 2016 at Pulaski High School.

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 took action to approve the charter schools' renewal for five years and authorized the Department of Contracted School Services, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from Carmen Schools.

On March 30, 2017, the Board took action to approve the replication of a middle school for Carmen High School of Science and Technology, Inc., on the south side of Milwaukee and authorized the Department of Contracted School Services, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from Carmen Schools.

In May and June 2017, representatives from Carmen, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration met to negotiate a single contract for Carmen High School of Science and Technology, Inc., under which Carmen would operate its four (4) charter schools.

Contingent upon the Milwaukee Board of School Directors' approval, Carmen accepts the non-instrumentality charter contract, as provided under separate cover, with the following modifications:

a. Patricia Hoben shall be the person in charge of the charter schools;
b. language has been revised throughout the contract to outline which provisions apply to the operator and the charter schools;
c. language has been clarified to reflect the operation of each charter school;
d. the names and locations of the schools are Carmen High School of Science and Technology, South, located at 1712 South 32nd Street; Carmen Middle/High School of Science and Technology, Northwest, located at 5496 North 72nd Street; Carmen High School of Science and Technology, Southeast, located at 2500 West Oklahoma Avenue; and Carmen Middle School of Science and Technology, South, at a location that is to be determined;
e. performance criteria have been added to reflect local school measures;
f. language relating to the operating budget has been revised;
g. the method by which annual audits of financial and programmatic operations of the schools will be performed has been identified;
h. disciplinary guidelines to be followed by the charter schools have been identified;
i. language has been revised to reflect a reduction in the administrative fee;
j. Carmen High School of Science and Technology, Inc., will serve a maximum of 1,500 FTE pupils in the 2017-2018 school year and 1,815 FTE pupils in the 2018-2019 school year as follows:
    (1) Carmen, South, will serve up to a maximum of 360 pupils in grades 9 through 12;
    (2) Carmen, Southeast, will serve up to a maximum of 390 pupils in grades 9 through 10 and ramp up to serve a maximum of 575 pupils in grades 9 through 11;
    (3) Carmen, Northwest, will serve up to a maximum of 750 pupils in grades 6 through 12 in the 2017-2018 school year and will ramp up to 780 pupils; and
    (4) Carmen South Middle School will serve up to 100 pupils in grades 6 and 7 in the 2018-2019 school year;
k. the term of the contract is two years, to start with the 2017-2018 school year and to end with the last regularly scheduled day of the 2018-2019 school year;
l. language has been added to reflect revocation and termination as to the contract and any or all charter schools;
m. language has been updated to align with current practices and state law; and

n. technical revisions have been made throughout the attached contract.

The Appendix A has been updated to align to the contract.

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

Administration Policy 9.12, Charter Schools

Fiscal Impact Statement

The District has budgeted all non-instrumentality charter schools in the 2017-18 budget at the proposed level of $8,405 per 1.0 full-time-equivalent (FTE) pupil, unless otherwise negotiated. MPS pays non-instrumentality charter schools based on their actual per-pupil enrollments and not on proposed or contracted maximum FTEs.

Funding for 1,370 (FTEs) for Carmen High School of Science and Technology, Inc., at its South, Southeast, and Northwest schools is contained in the adopted 2017-18 budget. The proposed contracted maximum enrollment in 2017-18 is 1,500 FTEs, which would require that an additional $1,092,650 be allocated if this level of enrollment is met. The cost to cap the administrative fee as proposed at 1% vs. 3% will reduce planned district revenue by $219,371.

Total cost of the proposed 2017-2018 contract changes from the adopted 2017-18 budget is $1,312,021. These increases would be incorporated into fall adjustments to the adopted 2017-18 budget, subject to September enrollments.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2017-2018 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Upon determination of a location for the south side middle school, the contract will be amended to include the address and a DPI school code will be requested.

Recommendation

The Administration recommends that the Board approve the non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc., as provided under separate cover, to begin with the 2017-2018 school year and to end on the last regularly scheduled day of the 2018-2019 school year.

Director Harris moved that the Board accept the Administration's recommendation.

Director Bonds moved a substitute motion, that the Board approve the Administration's recommendation, with any additional information received prior to October to be brought back to the Board.

The substitute motion failed of adoption, the vote being as follows:

Ayes — Directors Bonds and Harris — 2.
Noes — Directors Báez, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 7.

The motion to accept the Administration's recommendation prevailed, the vote being as follows:

Ayes — Directors Baez, Bonds, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 9.
Noes — None.

* * * * *

(Item 3) Action on a Request to Enter into a First Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School

Background

Since 2015 representatives from Carmen High School of Science and Technology (Carmen) and Casimir Pulaski High School (Pulaski) have worked together to align allocations of space at Pulaski High School to support program needs in an effort to continually support their knowledge-exchange partnership.

At the Board's meeting on April 21, 2016, a lease agreement was approved between Milwaukee Public Schools and Carmen for a portion of Pulaski. The initial term of the lease agreement commenced on July 15, 2016, and ended June 30, 2017, with an option to extend the terms of the agreement by five years, contingent upon the charter contract's term aligning with the extension.

The Administration is requesting approval to amend the term of the current lease agreement to allow for the extension to be exercised for two years so that it aligns with the charter contract's term.

The new lease term shall commence on July 1, 2017, and terminate June 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total anticipated lease revenue is $489,833.00

Implementation and Assessment Plan

Once the Board has approved the attached lease amendment, the amendment will be executed.

Recommendation

The Administration recommends that the Board authorize the First Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School, as provided under separate cover.

Director Falk moved to approve the Administration's recommendation.

Director Miller moved a substitute motion, to:

1. approve the lease amendment, with any extension, including this one, be contingent about mutual agreement by the Board and the Charter School; and

2. approve the extension for one two-year term, from July 1, 2017, through June 30, 2019.

The Board recessed at 9:19 PM.

The Board reconvened at 9:32 PM.

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

Ayes — Directors Baez, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 8.

Noes — Director Bonds — 1.

* * * * *

(Item 4) Action on a Request to Approve a First Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Walker Multiplex 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 term of the current lease agreement is from July 1, 2012, through June 30, 2017. The Administration is interested in continuing our relationship with Carmen by extending the current term of the lease agreement.

The Administration is requesting approval to exercise the first extension option under the original lease agreement.

The extended lease term shall commence on July 1, 2017, and terminate on June 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Projected total revenue from the lease rate schedule is $483,298.00.

Lease rate schedule:

July 1, 2017, through June 30, 2018 ..... $240,447
July 1, 2018, through June 30, 2019 ..... $242,851

Implementation and Assessment Plan

Upon approval by the Board, the First Lease Amendment shall be executed.

Recommendation

The Administration recommends that the Board approve the proposed First Amendment to the Lease Agreement between Milwaukee Public Schools and Carmen High School of Science and Technology as provided under separate cover.

Director Miller moved to accept the Administration's recommendation.

The motion to accept the Administration's recommendation prevailed, the vote being as follows:

Ayes — Directors Baez, Bonds, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 9.
Noes — None.

* * * * *

(Item 5) Superintendent of Schools' Monthly Report

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 eight strategic objectives:

1. Close the GAP
2. Educate the Whole Child
3. Redefine the MPS Experience
4. Rethink High Schools
5. Re-envision Partnerships
6. Strengthen Communication Systems & Outreach Strategies
7. Develop Our Workforce
8. Improve Organizational Processes

Meetings from late May through mid-June follow.

Panasonic conducted its monthly site visit. Its work included a half-day retreat with Dr. Jennifer Smith and members of her Curriculum & Instruction staff.

I was at the ESSA Learning Community (ELLC) meeting in New York. The objective of the meeting was to discuss what it means to lead for equity and how to leverage the use of effective partnerships in that effort; learn from what other states are doing in regard to using education leadership to support their overall ESSA planning and achievement of equity goals; and be able to use this information in our current ESSA planning discussions.

I had my monthly meeting with my Teacher Advisory Group (TAG). This was an excellent opportunity to get feedback from teachers and to identify ways to better support our students. I plan to continue these meetings next school year.

We had our United Way Cabinet kick-off. Work is well underway for next year's campaign! Chancellor Mark Mone, President Vicki Martin, and I did a taping at WUWM on our M^3 partnership efforts. We also planned for the M^3 presentation to the UW Board of Regents, which took place this month. They had many great questions and were truly impressed with this partnership. The three of us also met with Joann Anton from the Herb Kohl Foundation to discuss the M^3 initiatives.

John Daniels, representatives from Cardinal Stritch University, members of my team, and I met to discuss a partnership between Cardinal Stritch University and MKE Fellows.

I met with members of the Milwaukee Police Department and TABS to strategize how to best utilize these entities in our schools.

Eve Hall, new president of Milwaukee Urban League, and I met to discuss partnership opportunities.

I met with the Milwaukee High School of the Arts Boys 2 Men group. The group discussed ways to improve the lives of young Black males.

Julia Taylor, her team from GMC, and I met to discuss next year's TeachtownMKE program and the "Key to the City" for new educators.

School Board Director Harris and I met with Fred Royal, President of NAACP, to discuss ways the NAACP can support our district.

The Aspiring Leaders Pathway cohort held its completion program. This cohort is designed to support our schools by developing administrators who are dedicated to our students, district, and city.

I attended MPS C.A.R.E.S., Wellness Wednesdays at Madison High School. This is a community-outreach-and-programming initiative with multiple components aimed at improving community conditions for our children and young adults. In addition, MPS C.A.R.E.S. held its Youth Crew March at Wick Field.

The MTEA has been working on school safety issues. We met with the MTEA members to discuss opportunities that they feel will enhance school safety.

I spoke with State Representative Mary Felzkowski about the bill that was passed that puts funds into Milwaukee for the Building Occupational Skills for Success (BOSS) program, which is designed to provide students with the skills and tools needed to become future business owners. The bill was passed with the caveat that Milwaukee must do matching funds.

I met with Senator LaTonya Johnson to discuss the Milwaukee Community Schools partnership.

I attended the first annual Peace Summit at Lloyd Barbee Montessori School.

Wisconsin Foodie was at Washington High School's culinary arts classes. We taped some great footage that we will use for our culinary arts promotion. The students had a great time and learned a lot about local and fresh foods.

I met with Tim Sheehy and Paul Sweeney from MMAC to talk about our "Adopt-a-School" program, ONE Milwaukee, and other successful initiatives which are business, community and public school partnerships.

Peter Feigin hosted the Heart Walk meeting. The Heart Walk/Run is on September 17 at Veterans Park.

We held the last regular Principal Leadership Institute for the year. We bade farewell to several school leaders. We also had our presentation of the 2017 Strategic Priority Awards recognizing all of our schools' accomplishments during the 2016–17 school year.

Senator Lena Taylor and I had a phone conference to discuss the MPS school nurse program as well as a pregnancy-prevention program.

The Year of the Arts (YOTA) kick off was held at North Division. I am super-excited as I anticipate great outcomes to result from the goals, activities, and events planned for YOTA. We have been awarded a $700,000 grant from Cargill to support this work, and we engaged with UWM and Cardinal Stritch to strengthen the teacher pipeline and train up the teachers whom we have around best practices for arts education. This is truly a great time for MPS, as we have set the bar high, but I am confident that, with our commitment to providing equitable arts experiences for students, along with the outstanding support we have in the arts community, we will be successful!

I attended a meeting for Milwaukee Partnership Schools with the Morgridges. They are extremely impressed with the great progress made over the initial two years of collaboration, as signaled by the positive momentum with the key academic and behavior indicators.

Danae Davis, Director of the Greater Milwaukee Foundation, and I met for our standing meeting to discuss our partnership and ways to develop it even the more.

Awards/Recognition/Announcements

2016–17 STEM Report

There were many things to celebrate in the area of STEM education in MPS during the 2016-17 school year. Highlights include the following:

- STEM Fair — The 10th Annual MPS STEM Fair (formerly known as the MPS Science Fair) took place on April 21, 2017, at the Milwaukee County Zoo. Forty-nine schools were represented by 446 students on the day of the fair, and 289 projects in science and engineering were judged and scored.
- IFAIR — IFAIR took place at Washington High School and Harley Davidson. The major goal of the event is to stimulate interest in and excitement about career choices in IT and engineering. More than 30 companies and 10 colleges and universities joined us this year.
- Engineering the Future — Engineering the Future exposed 9-12th-grade students to professionals and exciting career options from various construction trades and engineering disciplines. MPS partnered with Prism Technical, Greater Milwaukee Foundation, Milwaukee Bucks, Mortenson, and MSOE.
- STEM Events —During the National Engineering Week, Prism Technical and several sponsors hosted Boy Day and Girl Day in Engineering. The goal is to expose middle-school students to dynamic engineers and exciting career options from various engineering disciplines. These interactions will show students that they can pursue career paths in science and engineering, no matter their circumstances, backgrounds, genders, or heritage.
- STEM Grants — There were a number of grants awarded to support STEM education in MPS, including a $75,000 grant from Rockwell Automation to support Project Lead the Way (PLTW) and ST Math, a game-based instructional software at Rogers Street Academy and La Escuela Vieau. Also, a significant portion of the Carl Perkins grant ($1.75 million) goes toward advancing STEM education in MPS.

Scholarships for Class of 2017 Exceed $62 Million

Milwaukee Public Schools announced another record-breaking number of scholarship dollars offered to students. The Class of 2017 received an eye- popping total of $62,742,516 (which will continue to rise as

schools continue to report. in scholarships), shattering last year's record of $51 million. This is the fifth straight year, dating back to 2012 ($17 million total), that scholarship offers have increased.

School counselors are a critical source of support in helping students acquire scholarships. School counseling has implemented new strategies to support students. This year saw the introduction of the Cash for College Campaign coordinated by school counseling, focused on connecting students with scholarships.

The Class of 2017 is the first 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 at eight high schools: Audubon, Bay View, Bradley Tech, Hamilton, Madison, Marshall, MHSA, and Vincent. An important component of the TEAM GEAR UP grant is the opportunity for MPS to create and solidify relationships with key business and community partners as well as to establish a pipeline to Wisconsin colleges and universities. 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 the University of Wisconsin-Oshkosh.

Record Number of MPS Schools Awarded for Behavior and Academic Excellence

Milwaukee Public Schools has set another record for the number of schools awarded by an independent, statewide organization for promoting positive behaviors: 107 schools, up from 100 last year and 79 the year before, received recognition. MPS also broke records for the number of schools recognized in academics: 90 schools were awarded for reading, up from 62 last year and 39 the year before; and 65 schools were awarded in math, up from 52 last year and 22 the year before.

The honors come from the Wisconsin RtI Center, a statewide organization that helps schools implement a research- based multi-tiered system of support. These frameworks include Response to Intervention (RtI) behavior — Positive Behavioral Interventions and Supports (PBIS), which focus on building strong school environments and providing supports to children.

Schools throughout the state of Wisconsin were recognized at Bronze, Silver or Gold levels through Wisconsin Rtl Center's rubric for recognition. More than 100 MPS schools were recognized at Bronze, Silver, or Gold levels. Out of the 13 Wisconsin schools that received Gold awards, eight are MPS schools.

A complete list of school awards is below.

	Category		
School	Behavior/PBIS	Reading	Mathematics
Elm Creative Arts Elementary	Bronze	Bronze	Bronze
Hartford Avenue Elementary	Bronze	Bronze	Bronze
Keefe Avenue Elementary	Bronze	Bronze	Bronze
King Junior Elementary	Bronze	Bronze	Bronze
Manitoba Elementary	Bronze	Bronze	Bronze
Meir School	Bronze	Bronze	Bronze
Milw Spanish Immersion	Bronze	Bronze	Bronze
Neeskara Elementary	Bronze	Bronze	Bronze
Sherman Elementary	Bronze	Bronze	Bronze
Victory Elementary	Bronze	Bronze	Bronze
Westside Academy	Bronze	Bronze	Bronze
Hamilton High	Bronze	Bronze	Silver
Maple Tree Elementary	Bronze	Bronze	
Riley Elementary	Bronze	Bronze	
Starms Early Childhood	Bronze	Bronze	
Lincoln Avenue Elementary	Bronze	Gold	Gold
Barbee Elementary	Bronze	Silver	Bronze
Cass Street Elementary	Bronze	Silver	Bronze
Hampton Elementary	Bronze	Silver	Bronze
Hawthorne Elementary	Bronze	Silver	Bronze

	Category		
School	Behavior/PBIS	Reading	Mathematics
Hopkins Lloyd Community School	Bronze	Silver	Bronze
Howard Avenue Montessori School	Bronze	Silver	Bronze
Roosevelt Middle	Bronze	Silver	Bronze
Stuart Elementary	Bronze	Silver	Bronze
Kluge Elementary	Bronze	Silver	Silver
Bethune Academy	Bronze		Bronze
River Trail Elementary	Bronze		Bronze
Starms Discovery	Bronze		Bronze
Alliance School of Milwaukee	Bronze		
Clemens Elementary	Bronze		
Gaenslen Elementary	Bronze		
Grantosa Drive Elementary	Bronze		
Hayes Bilingual School	Bronze		
King IB Mid (Rufus King Middle Years)	Bronze		
Lancaster Elementary	Bronze		
Madison Academic Campus	Bronze		
Marshall High	Bronze		
Milwaukee Environmental Science Academy	Bronze		
Milwaukee School of Languages	Bronze		
Mitchell Elementary	Bronze		
Morgandale Elementary	Bronze		
Morse Middle	Bronze		
Riverside High	Bronze		
St. Charles Youth & Family Services	Bronze		
Washington High	Bronze		
Zablocki Elementary	Bronze		
Garland Elementary	Gold	Gold	Bronze
Greenfield Bilingual School	Gold	Gold	Bronze
Holmes Elementary	Gold	Gold	Bronze
Maryland Ave. Montessori	Gold	Gold	Bronze
Whittier Elementary	Gold	Gold	Bronze
Academy of Accelerated Learning	Gold	Gold	Gold
Forest Home Elementary	Gold	Gold	Gold
ALBA School	Silver	Bronze	Bronze
Allen-Field Elementary	Silver	Bronze	Bronze
ASSATA	Silver	Bronze	Bronze
Audubon High	Silver	Bronze	Bronze
Brown Street Academy	Silver	Bronze	Bronze
Bruce Elementary	Silver	Bronze	Bronze
Clarke Street Elementary	Silver	Bronze	Bronze
Curtin Elementary	Silver	Bronze	Bronze
Engleburg Elementary	Silver	Bronze	Bronze
Hi-Mount Elementary	Silver	Bronze	Bronze
IDEAL School	Silver	Bronze	Bronze
Jackson Elementary	Silver	Bronze	Bronze
Kagel Elementary	Silver	Bronze	Bronze

	Category		
School	Behavior/PBIS	Reading	Mathematics
Kilbourn Elementary	Silver	Bronze	Bronze
Milwaukee French Immersion	Silver	Bronze	Bronze
Thoreau Elementary	Silver	Bronze	Bronze
Carson Academy	Silver	Bronze	Silver
Congress Elementary	Silver	Bronze	
Reagan High	Silver	Bronze	
Bryant Elementary	Silver	Silver	Bronze
Burbank Elementary	Silver	Silver	Bronze
Burdick Elementary	Silver	Silver	Bronze
Clement Avenue Elementary	Silver	Silver	Bronze
Cooper Elementary	Silver	Silver	Bronze
Fairview Elementary	Silver	Silver	Bronze
Fernwood Montessori	Silver	Silver	Bronze
Goodrich Elementary	Silver	Silver	Bronze
Grant Elementary	Silver	Silver	Bronze
Humboldt Park Elementary	Silver	Silver	Bronze
Lincoln Middle	Silver	Silver	Bronze
Longfellow Elementary	Silver	Silver	Bronze
Lowell Elementary	Silver	Silver	Bronze
MacDowell Montessori School	Silver	Silver	Bronze
Milwaukee Parkside School	Silver	Silver	Bronze
Ninety-Fifth Street Elementary	Silver	Silver	Bronze
Pratt Elementary	Silver	Silver	Bronze
Rogers Street Academy	Silver	Silver	Bronze
Siefert Elementary	Silver	Silver	Bronze
Thurston Woods Elementary	Silver	Silver	Bronze
Townsend Street Elementary	Silver	Silver	Bronze
Trowbridge Street Elementary	Silver	Silver	Bronze
Vieau Elementary	Silver	Silver	Bronze
Whitman Elementary	Silver	Silver	Bronze
Hawley Environmental School	Silver	Silver	
Wedgewood Park	Silver	Silver	
Emerson Elementary	Silver		Bronze
Parkview Elementary	Silver		Bronze
Transition High	Silver		Bronze
Auer Avenue Elementary	Silver		
La Causa Charter School	Silver		
North Division High	Silver		
NOVA Middle-High	Silver		
Pierce Elementary	Silver		
Project STAY	Silver		
Bay View High		Bronze	Bronze
BEAM		Bronze	Bronze
Craig Montessori School		Bronze	Bronze
King International (Rufus King High)		Bronze	Bronze
LaFollette Elementary		Bronze	Bronze

	Category		
School	Behavior/PBIS	Reading	Mathematics
Milwaukee German Immersion		Bronze	Bronze
New School for Community Service		Bronze	Bronze
NOVA Tech		Bronze	Bronze
Franklin Elementary		Bronze	Silver
Eighty-First Street Elementary		Bronze	
Doerfl Elementary		Silver	Bronze
Milwaukee High School of the Arts		Silver	Bronze
Honey Creek Elementary		Silver	Silver
Alcott Elementary			Bronze
Milwaukee Academy of Chinese Language			Bronze
Southeastern Middle			Bronze

Four MPS Student Musicians Earn Top Honors at State Solo & Ensemble Competition

Competing in Solo & Ensemble music festivals is the highlight of the school year for many music students. Competitors who give an exceptional performance at the district level advance to the state competition, where they push themselves to excel in the hope of earning first-placerecognitions. This year, four MPS student musicians not only earned first-place awards, but were selected as Exemplary Soloists, an honor given to only 383 students this year.

Receiving this high level of recognition were Maura Horgan of Riverside University High School for her Broadway Vocal Solo; Robert Martin of Milwaukee High School of the Arts for his Baritone Vocal Solo; Andrew Nash of Rufus King International High School for his Parade Drum Solo; and Natalija Walker from Reagan High School for a Soprano Vocal Solo.

Solo & Ensemble competitions are sponsored by the Wisconsin School Music Association and draw approximately 100,000 entries each year. Approximately 1,000 entries from MPS schools performed at the district level this year. A total of 8,129 entries performed at the state competition.

Events/Programs

MPS offers arts, theater, and music for students through Summer Academy along with Arts @ Large, who will bring art activities to six schools: Gaenslen, Kluge, Longfellow, Sherman, King Jr., and Lancaster. By creating art, students will engage in science and math activities that will strengthen literacy and other classroom skills.

The Milwaukee Repertory Theater will blend theater and stage skills with classroom subjects to build confidence, literacy, and creativity, which can have a direct impact on success in school. Programs will be hosted in eight MPS schools.

Seven schools will offer music programs through the Wisconsin Conservatory of Music. A variety of age levels will explore vocal and instrumental music forms and discover new styles and techniques.

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

(Item 1) 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 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.

Consideration of this item was deferred until the end of the agenda.

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(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

The Board's Legislative Policy Specialist will present the monthly update on legislative activities affecting MPS.

The State's Joint Committee on Finance is currently meeting in executive session to complete work on the state budget. Within that process the Assembly has introduced its own version of an education plan that has stirred significant controversy in that it creates a set of winning districts and losing districts and cuts significant resources from many school districts, including Milwaukee Public Schools, when compared to the Governor's plan. As of this writing, members of the legislature are still working out the details on the final portions of the budget.

At the federal level, Department of Education representatives, have met with committee members to defend the President's proposed cuts to education. Some members of Congress have made clear statements that what the President has proposed will simply not move forward. While that appears to be a positive sign, given the incredible level of cuts proposed by the President, education advocacy groups continue to work to limit any damage to much needed programs.

Though it is that being done in a transparent fashion, indications are that the Senate continues to work on health care legislation that could include significant cuts that would affect funding for school based services for students with disabilities.

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(Item 3) 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 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. The payment for 2017-18 has increased to #3,200.

Also provided under separate cover for the Board's information are the SWSA's 2016-17 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 Rule Statement

Board Governance Policy BG 1.02, Goals

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2017-18 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.

Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution, as provided under separate cover; and
2. authorize the Board's President and the Board Clerk to sign and submit the Participation Agreement, provided under separate cover, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director Bonds moved to accept the Office of Board Governance's recommendation.

The motion to accept the Office of Board Governance's recommendation prevailed, the vote being as follows:

Ayes — Directors Baez, Bonds, Falk, Harris, Miller, Phillips (departed 6:30 PM), Voss, Woodward, and President Sain — 9.
Noes — None.

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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

Financial Accountability and Transparency Website

1. Background

The OAE (Office of Accountability and Efficiency) maintains a website to present comprehensive and timely financial and performance data for the public in order to fulfill the Board's desire to enhance

transparency, oversight, and accountability of financial operations. In 2012, the website was recognized by a national organization as a top website for delivering government openness and transparency.

2. Update

The Office has finished a new budget Proforma module on the OAE's website to further enhance financial transparency and enrollment data:

Budget-to-Actual Proforma Module

This tool allows for users to click through MPS's budget by fund type, location, and expense groups and compare budgeted financials against actual spend data. It is a user-friendly and easy-to-use tool providing for the utmost transparency for stakeholders to review how MPS's budget is built and spent. The website team is working with the Office of Finance to review and finalize the data prior to publication.

Business Intelligence & Data Visualization Reporting

1. Background

The OAE uses an online business intelligent (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, allowing for clean, transparent, and efficient reporting metrics.

2. Update

The OAE continues to develop reports and dashboards at the request of offices and departments. The office is working with the Department of Technology and the Department of Student Performance and Improvement to train more employees in the BI computing language in order to meet the demands for more custom visualization reporting.

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of May 30 and 31, 2017, and June 2, 5, 12, 13, 15, and 20, 2017.

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

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

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 4 of the Report of the Committee on Legislation, Rules and Polics, *Action on a Request to Revise Board Governance Policy 4.05, Budgeting/Forecasting, and Board Rule 1.14, Voting Methods,* was been set aside as it concerns a change in a board rule. Board Rule 1.11(2) requires that the Committee's report with respect to proposed amendments to any board rule be presented to the Board and then held over until the next Board meeting, when the report shall be considered and acted upon by the Board.

- Item 5 of the Report of the Committee on Legislation, Rules and Policies, *Action on a Request to Revise Certain Board Rules Relative to the April Board Cycle, also* was set aside because it involves the revision of board rules.

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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

Name		Position and Salary	Date
		New Hires	
2	Dante Bracey	Building Service Helper I $11.47 per hour	05/01/2017
2	Duncan Martin	Building Service Helper I $11.47 per hour	05/15/2017
2	Antriawna Robinson	Building Service Helper I $11.47 per hour	05/08/2017
2	Patricia Crumble	Central Kitchen Delivery Driver $20.01 per hour	05/02/2017
2	Turquoise McCain	Central Kitchen Delivery Driver $20.01 per hour	05/02/2017
5	Tia Oestreich	Para Ed Assistant $18,243.01	05/03/2017
3	Fraz Syed	Para Ed Assistant $18,243.01	05/02/2017
		Promotions	
2	Latricia Harris	School Engineer III $45,294.60	05/08/2017
		Rehires	
2	Alisha Andrews	Building Service Helper I $11.47 per hour	05/15/2017

Certificated Appointments: Teachers

Code	Name and Position	Division	Salary	Date
1,nr	Eisfelder, Stephen W Day to Day Teacher	B	$43,260.10	4/17/2017
5,nr	Gerlach, Claire E Mathematics	B	$45,322.00	8/7/2017
2,r	McElroy, Lichelle R SAGE	C	$63,000.00	8/28/2017

Code	Name and Position	Division	Salary	Date
5,r	Olson, Sarah J Mathematics	C	$68,500.00	8/7/2017
2,r	Taylor, Larresa D Multicateg.Comp Sen	C	$56,644.00	8/28/2017
2,nr	Thomas, Chermond A Day-to-Day Teacher	C	$41,311.00	4/17/2017

Certificated Appointments: Teachers — IB Calendar

5,nr	Mallof, Eileen	B	$41,311.00	8/7/2017

Codes and Counts

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

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2017		
Megan O'Donnell	Audubon MS	08/07/2017
Illness Leave Extension, January 2017		
Mark Anderson	Hamilton	01/03/2017
Illness Leave Extension, April 2017		
Nicole Caven	Gaeslen	04/28/2017
Jerry Cigliana	Currently on leave	04/28/2017
Illness Leave Extension, May 2017		
Jerryl Hanson	Currently on leave	05/10/2017
Illness Leave Extension, August 2017		
Neallie Moore	Carson	08/28/2017

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	14.2	5	Amie Aagaard	Teacher	Kagel	06/13/2017
Personal	2.9	2	Maxie Addison	Teacher	JMAC	06/13/2017
Personal	3.3	5	Laurie Bauer	Teacher	Siefert	06/13/2017
Personal	1.6	2	Shannon Bentley	Teacher	WHS	06/13/2017
Other Work	0.9	5	Carrie Berg	Teacher	Morse MS	06/13/2017
Personal	4.4	5	Jamie Bernhardt	Teacher	Congress	06/16/2017
Personal	0.4	5	Stephanie Betthauser	Teacher	Burbank	06/13/2017
Personal	1.9	5	Vanessa Blaauw	Interpr	Rufus King HS	05/23/2017
Personal	21.1	2	Joyce Blanks	Teacher	WHS	06/13/2017
Other Work	0.8	5	Tara Borger	Teacher	Victory	06/13/2017
Personal	5.8	5	Sandra Brunner	Teacher	Emerson	06/13/2017
Personal	4.8	2	Sabrina Buckingham	Teacher	WHS	06/13/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	0.8	5	Caroline Buetow	Teacher	Marshall MS	06/13/2017
Personal	0.9	5	Christopher Burckardt	Therapist	Central	06/13/2017
Other Work	3.9	2	Irais Cabral	Teacher	Hayes	06/23/2017
Personal	23.7	2	Pilar Carrington-Ahmad	Teacher	Thurston	06/13/2017
Other Work	1.9	5	Joshua Cheek	Teacher	JMAC	06/14/2107
Personal	26.8	5	Karen Christensen	Teacher	Doerfler	05/23/2017
Personal	6.6	5	David Christiane	Teacher	Bradley Tech	06/13/2017
Personal	0.9	5	Talia Dacquisto	Teacher	Roosevelt	06/14/2017
Personal	0.9	5	Teresa de las Heras Garcia	Teacher	Rufus King HS	06/01/0217
Personal	0.4	5	Mary Dowd	Teacher	Thurston	05/25/2017
Retire	25.9	5	Patriq DuSaint	Psych	Cass	06/14/2017
Other Work	5.3	5	Cyrille Durand Husting	Teacher	Milw Sch of Lang	06/13/2017
Personal	0.8	5	Hans Dykema	Teacher	Elm	06/13/2017
Other Work	2.0	5	Susan Edelstein	Teacher	Clarke	06/13/2017
Other Work	22.3	2	Melody Ellison	Teacher	GW Carver	06/12/2017
Personal	4.8	2	David Etheridge	Teacher	Rufus King HS	06/13/2017
Personal	18.7	5	Kendalyn Ewing	Teacher	Elm	06/16/2017
Personal	0.8	5	Kassandra Franke	Teacher	Vincent	06/13/2017
Personal	1.9	5	Emily French	Teacher	Forest Home	06/13/2017
Personal	0.7	5	Andrea Fritz	Teacher	King MS	06/30/2017
Other Work	3.9	5	Sara Gale	Teacher	Hawley	06/13/2017
Personal	5.8	5	Kia Gaumond	Teacher	Vieau	06/13/2017
Personal	2.9	4	Pablo Gonzalez-Herrero	Teacher	Lincoln	06/13/2017
Personal	1.5	2	Lisa Grant	Teacher	Auer	06/13/2017
Personal	1.9	5	Gail Grigg	Teacher	Craig	06/30/2017
Personal	3.9	2	Maricela Gutierrez	Teacher	Spanish Imm	06/30/2017
Personal	1.9	5	Candis Haekenkamp	Psych	Craig	06/14/2017
Personal	10.8	5	Amalia Hantke	Teacher	Marshall	06/13/2017
Retire	30.7	2	Lonnie Harrington	Teacher	Browning	06/13/2017
Personal	14.8	5	Joshua Hart	Teacher	Milw Sch of Lang	06/13/2017
Other Work	12.9	5	Kelly Haskell	Teacher	Hamilton	06/13/2017
Retire	27.8	5	Janelle Herro	Teacher	Clarke	06/15/2017
Retire	14.8	5	Nancy Hitz	Teacher	Clara Barton	06/13/2017
Personal	11.8	5	Kimberly Hunt	Teacher	Central Svcs	05/26/2017
Retire	21.9	5	Suzanne Hurst	Teacher	Hartford	06/13/2017
Personal	3.5	2	Javier Ibarra	Teacher	North	06/13/2017
Personal	7.6	2	Kinamonique Jenkins	Teacher	Obama	06/13/2017
Personal	4.9	5	Melinda Johnson	Teacher	Clemens	06/13/2017
Retire	26.4	2	Gwendolyn Jordan	Teacher	Carson	06/16/2017
Personal	2.2	5	Alexandria Kasprzak	Teacher	La Escuela	06/13/2017
Personal	0.9	3	Yasmeen Khan	Teacher	Vieau	06/13/2017
Retire	11.9	5	Candith Kolb	Teacher	Barton	06/15/2017
Retire	20.9	5	Susan Lamb	Teacher	MHSA	06/30/2017
Personal	15.8	5	Anna Lioen	Teacher	Central	05/07/2017
Personal	10.8	2	Indalecio Manzano	Teacher	Central	06/14/2017
Personal	0.9	1	Eva Marcial Resto	Teacher	Kagel	06/15/2017
Personal	19.1	5	Karen Mason	Teacher	Hartford	06/13/2017
Personal	19.1	2	Gerald McGregory	Rec Coord.	Central Svcs	06/01/2017
Retire	19.6	5	Jill Mulhern	Teacher	French Imm	06/13/2017
Personal	1.8	1	Aileen Pagan-Vega	Teacher	Lincoln	06/14/2017
Retire	21.2	5	Jusith Peterson	Teacher	Browning	06/13/2017
Personal	1.9	5	Brittany Pilon	Teacher	Emerson	06/13/2017
Personal	1.9	5	Mary-Estelle Powers	Teacher	Brown	06/13/2017
Retire	18.56	5	Suzanne Rodahl	Teacher	ALBA	05/24/2017
Other Work	1.9	6	Ayah Sarsour	Teacher	Bethune	06/13/2017
Personal	1.9	6	Amanda Schimmoller	Psych	Doerfler	06/14/2017
Personal	2.9	5	Hannah Schiro	Teacher	Elm	06/13/2017
Retire	24.9	5	Don Smith	Teacher	Central	06/13/2017
Personal	1.9	5	Kevin Soens	Teacher	Morgandale	06/14/2017
Other Work	1.9	5	Jenna Stadler	Teacher	Goodrich	06/13/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	1.9	1	Lucia Torres	Teacher	Longfellow	06/13/2017
Other Work	1.9	3	Thomas Thao	Teacher	Morgandale	06/14/2017
Personal	24.7	5	David Towle	Psych	Acad. of Lang,	05/26/2017
Personal	1.9	5	Emily Waller	Teacher	Craig	06/13/2017
Retire	35.11	5	Wendy Wasserman	Teacher	Franklin	06/13/2017
Other Work	16.5	5	Anna Young	Asst. Prin.	Riverside	06/30/2017
Personal	0.9	6	Jessica Zelenack	Teacher	MacDowell	06/13/2017
			Classified Retirements			
Retire	17.91	5	Joan Felski	Secretary I	Facilities & Maint.	05/06/2017
Retire	31.94	2	Ervin Coleman	Engineer II	Grantosa	05/22/2017
Retire	37.46	2	Tommie Woods	BSH II	Rufus King HS	05/06/2017
Retire	21.60	2	Joseph Byrd	Engineer II	Kluge	05/04/2017
Retire	11.00	2	Betty Wise	Secretary I	Browning	05/06/2017

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2017 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.

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(Item 2) Action on Appointments of Principals and Assistant Principals and Action on Recommended Administrative Appointments, Promotions, 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.

Code	Name	Appointment	Salary
(2)(r)	Angelena Terry	Principal I, High School Washington High School of Information Technology	Schedule 03, Range 14A $110,000
(2)(r)	Kellie Sigh	Director I, Business & Community Partnerships Office of the Chief of Staff	Schedule 03, Range 14A $100,000
(5)(nr)	Aaron Konkol	Director I, Procurement and Risk Management Office of the Chief of Finance	Schedule 03, Range 14A $95,000
(5)(nr)	Jennifer Santiago	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07A $85,970
(5)(r)	Heath Garland	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07A $83,842
(2)(r)	Teaira McMurtry	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07A $74,010
(5)(nr)	Mary Barnum	Coordinator III, Financial Planning & Budget Office of the Chief of Finance	Schedule 03, Range 08A $68,000
(2)(r)	Brian Terrell	Analyst III, Financial Planning & Budget Office of the Chief of Finance	Schedule 03, Range 07A $66,992
(5)(r)	Megan Farvour	Associate I, Compensation Office of the Chief of Human Resources	Schedule 03, Range 03A $64,000
(5)(r)	Terisa Folaron	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07A $81,331

Code	Name	Appointment	Salary
(2)(r)	Toknoka Glass	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07C $76,094
(5)(nr)	Natalie Bishop	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07C $61,657
(2)(nr)	Bryan Evans	Systems Administrator Office of the Chief of Innovation & Information	Schedule 03, Range 06A $58,168
(2)(r)	Shalanda Driver	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07C $57,158

Recommended LTE Contracts

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

Code	Name	Assignment	Salary/Dates
(2)(r)	Teresa V. Adams	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-1/15/18
(5)(nr)	Doreen Britton Lange	Principal Assessment Center Assessor Office of the Chief School Administration	$40.00 7/1/17-12/31/17
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-1/15/18
(5)(nr)	Catherine LaFond	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-1/15/18
(5)(r)	Barbara J. Luepke	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-1/15/18
(5)(nr)	Christine Millay	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(r)	Mary Wincapaw White	Consultant Services on Perkins Grant/Advisory Board Coordinator Office of the Chief of Academics	$30.00 2/17/17-6/30/17
(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief of School Administration	$15.00 8/28/17-12/31/17

Codes

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

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the individuals to be promoted or appointed to the classifications indicated above, to be effective upon approval by the Board; and
2. review and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed above.

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; Informational Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Authorization to Purchase VX Rail from EMC Corporation

The Administration is requesting authorization to make a one-time purchase from EMC Corporation ("EMC") of four VXRail E460 systems. These items constitute a hardware upgrade to the server infrastructure that currently supports 182 enterprise district servers. This new hardware will allow near-obsolete servers and storage to be combined into a single supported solution.

This purchase is made under the State of Wisconsin's Contract #505ENT-O16- NASPOCOMPUT-06 Master Agreement #MNWNC-109.

The total cost of goods purchased from EMC will not exceed $230,000.07.

Budget Code TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $230,000.07

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Authorization to Purchase from Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2017-2018 funds. These purchases may be annual, quarterly or monthly payments, but 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 attached to the minutes of your Committee's meeting summarizes budget codes, requisitioning department, vendor and application or product, and cost. Both Infinite Campus's and Microsoft's Campus licensing and support for the District were prepaid through 6/30/18 using Microsoft Cy Pres Funds.

The total cost of purchases will not exceed $8,361,913.53.

Report on Change Orders in Excess of $25,000

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

Contract C024246
EdTech Strategies, LLC

In September 2015, as a result of RFP 898, the Board approved a contract with EdTech Strategies, LLC, to provide consulting services associated with the District's participation in the FCC E-Rate program and associated funding. A First Extension was authorized in September 2016. The contract provides for a fixed yearly fee of $282,460; however, any services not specifically provided for in the contract's scope are billed separately.

During the summer of 2016, MPS was subject to a routine performance audit by the FCC's program administrator to ensure MPS's compliance with the E-Rate program. Services associated with an audit, which were not provided for in EdTech's contract, were billed separately. The performance audit did not identify any findings against MPS.

Original Contract Amount (FY17)	$ 282,460
Increase	$ 29,750
Adjusted Contract Amount.....	$ 312,210

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Contract C021120
Lakeside Buses of Wisconsin, Inc.

In April 2014, as a result of RFP 844, the Board approved a contract with Lakeside Buses of Wisconsin, Inc., for regular school-day busing services. Subsequent extensions were authorized, the Second Extension having been authorized in the amount of $10,550,000.

Due to the increase in route transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to use services under this contract, additional funds were added in the amount of $1,582,500.

Original Contract Amount (FY17)	$ 10,550,000
Increase	$ 1,582,500
Adjusted Contract Amount	$ 12,132,500

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Contract C023515
Lakeside Buses of Wisconsin, Inc.

In May 2015, as a result of RFP 879, the Board approved a contract with Lakeside Buses of Wisconsin, Inc., for specialized busing services. Subsequent extensions were authorized; the First Extension having been authorized in the amount of $1,145,000.

Due to the increase in route transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to use services under this contract, additional funds were added in the amount of $171,150.

Original Contract Amount	$ 1,145,000
Increase	$ 171,750
Adjusted Contract Amount	$ 1,316,750

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Contract C021112
Dairyland Buses, Inc.

In April 2014, as a result of RFP 844, the Board approved a contract with Dairyland Buses, Inc., for regular school-day busing services. Subsequent extensions were authorized; the Second Extension having been authorized in the amount of $7,362,000.

Due to the increase in route transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to use services under this contract, additional funds were added in the amount of $1,104,300.

Original Contract Amount	$ 7,362,000
Increase	$ 1,104,300
Adjusted Contract Amount	$ 8,466,300

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Contract C023513
First Student, Inc.

In May 2015, as a result of RFP 879, the Board approved a contract with Lakeside Buses of Wisconsin, Inc., for specialized busing services. Subsequent extensions were authorized; the First Extension having been authorized in the amount of $3,755,000. Due to the increase in route transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to use services under this contract, additional funds were added in the amount of $563,250.

Original Contract Amount	$ 3,755,000
Increase	$ 563,250
Adjusted Contract Amount	$ 4,318,250

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 informational reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Community Recreation	34 Ways to Assist, Inc.	$5,000.00	2017 Playground League
Curriculum & Instruction	John and Ellen Bonlender	$10,000.00	Library Books & Makerspaces
German Immersion School	German Immersion Foundation	$24,192.00	Staff Notebook Computers
Washington HS of I.T.	AAA-Wisconsin	$5,000.00	Distracted Driver Event
Total Monetary Donations Over $5,000		*$44,192.00*	
Monetary Donations			
MacDowell Montessori	Donald Matovich*	$200.00	Athletic Donation
MacDowell Montessori	LeadDog Marketing Group	$3,957.50	Kohls Cares Field Trips
MacDowell Montessori	General Mills' Box Tops for Education	$248.80	School Activities & Supplies
Gwen T. Jackson School	General Mills' Box Tops for Education	$121.60	School Activities & Supplies
Gwen T. Jackson School	United Way	$100.00	My Very Own Library
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Ninety-Fifth Street School	General Mills' Box Tops for Education	$517.80	School Activities & Supplies
ALBA	LeadDog Marketing Group	$3,989.38	Kohls Cares Field Trips
Alliance High School	Anonymous Donor	$143.00	School Education Support
Alliance High School	Courage Initiative Limited	$300.00	School Education Support
Audubon Middle School	Four Keys LLC	$150.00	Boys' Basketball Uniforms
Audubon Middle School	General Mills' Box Tops for Education	$93.60	School Activities & Supplies
Allen-Field School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Allen-Field School	Century 21	$150.00	Carnival Donation
Auer Avenue School	Northwestern Mutual	$500.00	105th Birthday & Reunion
Auer Avenue School	Sid's Shear Magic Hair Styles	$50.00	105th Birthday & Reunion
Wedgewood Park Int'l Middle School	Ijoister Harris	$150.00	Music Fees
Wedgewood Park Int'l Middle School	Michelle L Mueller	$150.00	Music Fees
Wedgewood Park Int'l Middle School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Wedgewood Park Int'l Middle School	General Mills' Box Tops for Education	$116.70	School Activities & Supplies
Burbank School	LeadDog Marketing Group	$1,530.00	Kohls Cares Field Trips
Clemens School	General Mills' Box Tops for Education	$26.50	School Activities & Supplies
Community High School	Center for the Humanities	$800.00	Funding for Great World Texts Program
Community High School	The Nature Conservancy	$1,000.00	Nature Works Everywhere Garden

Location	Donor	Amount	Gift or Purpose
Cass Street School	Tri City National Bank	$2,400.00	Urban Ecology Trips Donation
Curtin School	Rally Pizza LLC	$72.54	Cici's Pizza Fundraiser Night
Curtin School	General Mills' Box Tops for Education	$142.50	School Activities & Supplies
Curtin School	LeadDog Marketing Group	$3,000.00	Kohls Cares Field Trips
Engleburg School	General Mills' Box Tops for Education	$88.60	School Activities & Supplies
Emerson School	LeadDog Marketing Group	$4,000.00	Kohls Cares Field Trips
Fratney Street School	UW Wisconsin-Madison	$401.54	Rain Garden
Fratney Street School	Sweet Water	$2,500.00	Rain Garden
German Immersion School	MGIS PTA	$500.00	PTA Gift for Oak Ridge Farm
German Immersion School	MGIS PTA	$710.00	Zoo Field Trip
German Immersion School	Your Cause LLC*	$8.00	Abbvie Monthly Donation
Garland School	Heidi Gumz	$200.00	Field Trip
Meir School	Milwaukee Public Schools Foundation, Inc.	$4,000.00	Grand Canyon Trip
Meir School	Roger L. or Sheryl A. Siddons	$100.00	Theater Supplies
Meir School	General Mills' Box Tops for Education	$337.00	School Activities & Supplies
Meir School	Paul or Jennifer Rushizky	$100.00	Prom
Goodrich School	Kohl's Department Stores, Inc	$1,000.00	Support Girls on the Run
Gaenslen School	General Mills' Box Tops for Education	$79.00	School Activities & Supplies
Gaenslen School	WestEd Making Sense of Science	$400.00	Science Material & Supplies
Grantosa Drive School	General Mills' Box Tops for Education	$25.80	School Activities & Supplies
Hamilton High School	LeadDog Marketing Group	$2,000.00	Kohls Cares Field Trips
Hamilton High School	North Shore Educators Ins. Agency LLC	$200.00	Classroom Supplies
Hamilton High School	Alpha Kappa Alpha Sorority Inc	$150.00	JROTC
Hamilton High School	Nick Elert	$760.00	Wrestling Equipment
Honey Creek Elementary School	LeadDog Marketing Group	$1,455.00	Kohls Cares Field Trips
Howard Avenue Montessori	Scofield Construction LLC	$25.00	Staff Lunch
Howard Avenue Montessori	LeadDog Marketing Group	$700.00	Kohl's Care Field Trips
Hopkins Street School	Hephatha Lutheran Church	$50.00	Student Completion Fees
Hawley School	General Mills' Box Tops for Education	$82.30	School Activities & Supplies
Hawley School	Ronald and Patricia Heinritz	$100.00	Library Field Trip Bus
Holmes School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Holmes School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Holmes School	Anthem, Inc.	$500.00	Garden Support
Holmes School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Holmes School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Washington HS of I.T.	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Washington HS of I.T.	Greater Milwaukee Foundation, Inc.	$3,000.00	Alumni Scholarship Fund
Washington HS of I.T.	City Brook Church, Inc.	$625.00	Student ACT Fees
Washington HS of I.T.	Gruber Law Office	$500.00	2017 Distracted Driver Awareness
James Groppi High School	Bonton Store	$131.44	Staff & Student Incentives
King Elem School	WestEd Making Sense of Science	$1,000.00	Science Material & Supplies
King Elem School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
King Elem School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Lincoln Avenue School	LeadDog Marketing Group	$980.00	Kohls Cares Field Trips
Longfellow School	United Way	$100.00	My Very Own Library

Location	Donor	Amount	Gift or Purpose
Lowell School	General Mills' Box Tops for Education	$104.80	School Activities & Supplies
Manitoba School	Anthem, Inc.	$500.00	Watch Us Sprout Grant
Maryland Avenue School	LeadDog Marketing Group	$4,000.00	Kohls Cares Field Trips
Milw. High School of Arts	Jeane T. Schrank and Michael Lucchesi	$20.00	Donation to Buy Food For Play
Milw. School of Languages	LeadDog Marketing Group	$999.50	Kohls Cares Field Trips
Maple Tree School	LeadDog Marketing Group	$2,900.00	Kohls Cares Field Trips
Bradley Trade & Tech	Pear	$1,000.00	Community Connections Program
Bradley Trade & Tech	Pear	$296.57	Community Connections Program
North Division High School	NDHS Alumni Association	$100.00	College Tour Support
Parkview School	General Mills' Box Tops for Education	$55.70	School Activities & Supplies
Parkview School	WestEd Making Sense of Science	$600.00	Science Material & Supplies
Riley School	Mark Riesen	$95.00	For Student Incentives
Riley School	United Way	$100.00	For Family Literacy Events
King High School	Kelly D. Brown	$99.00	Support Boys Basketball Program
King High School	Barb Corbine	$20.00	In Memory of Alvin Baldwin
Riverside High School	Stefanovich Insurance Agency	$250.00	Track Team Support
Roosevelt Middle School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Roosevelt Middle School	LeadDog Marketing Group	$997.00	Kohls Cares Field Trips
Roosevelt Middle School	LeadDog Marketing Group	$996.00	Kohls Cares Field Trips
Siefert School	Cream City Links	$175.50	Snacks for Game-A- Thon
Milw. Sign Language School	Action For Healthy Kids	$350.00	Action for Healthy Kids Donation
Starms Discovery School	General Mills' Box Tops for Education	$34.30	School Activities & Supplies
School of Career & Tech Ed	LeadDog Marketing Group	$3,780.00	Kohls Cares Field Trips
Ronald Reagan High School	Kim M Stocke	$850.00	Student Phy Ed. Trip Transportation
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohls Cares Field Trips
Vincent	Urban Sports and Education of Wisc., Inc.	$100.00	Donation for Cheerleading Program
Westside Academy	Valarie Goodman	$100.00	Most Deserved Scholarship
Wisconsin Conservatory	Foley & Lardner LLP	$688.34	Field Trip Bus Reimbursements
Wisconsin Conservatory	McGinnity Family Foundation	$975.00	Community Garden Project
Whitman School	McGinnity Family Foundation	$120.00	Community Garden Project
Vieau School	LeadDog Marketing Group	$2,000.00	Kohls Cares Field Trips
	Total Monetary Donations	*$85,025.31*	
Non-Monetary Donations			
Specialized Services	Danny O'Meara	$500.00	iPad
Business, Community & Family Partnerships	Milwaukee Bucks	$30,000.00	Buck Games Tickets — 37 Sites
MacDowell Montessori	Donors Choose	$298.12	Donors Choose Books
MacDowell Montessori	Donors Choose	$2,052.94	Exercise
MacDowell Montessori	Donors Choose	$270.52	Snacks
MacDowell Montessori	Donors Choose	$304.36	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$180.05	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$529.18	Donors Choose Special Needs

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$606.17	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$515.45	Learning Mats
MacDowell Montessori	Donors Choose	$315.18	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$537.70	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$451.85	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$391.66	Donors Choose Books
MacDowell Montessori	Donors Choose	$409.94	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$450.00	Donors Choose Exercise
MacDowell Montessori	Donors Choose	$288.98	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$296.55	Donors Choose Special Needs
MacDowell Montessori	Donors Choose	$388.83	Books
MacDowell Montessori	Donors Choose	$290.10	STEAM Materials
MacDowell Montessori	Donors Choose	$383.85	Donors Choose Seating Options
Gwen T. Jackson School	The Meemic Foundation	$500.00	Gift Card for Supplies
Bruce School	Jo-Ann Stores,LLC/Kids In Need Foundation	$401.64	Art-and-Craft Supplies
Congress School	Linda Gianni	$40.00	PBIS Give-Aways/Student Needs
Doerfler School	Donors Choose	$208.00	Classroom Supplies
Doerfler School	Donors Choose	$198.00	Classroom Supplies
Fairview School	American Transmission Company LLC	$473.00	PLTW
Garland School	Donors Choose	$375.55	Take 5 Tools
Garland School	Donors Choose	$734.09	The World Around Us
Goodrich School	Donors Choose	$359.97	Headphones for Classroom
Goodrich School	Donors Choose	$213.82	Supplies for Classroom
Goodrich School	Donors Choose	$239.98	Headphones to use In Classroom
Goodrich School	Donors Choose	$389.00	Supplies for School Testing
Goodrich School	Donors Choose	$359.97	Headphones to use in Classroom
Gaenslen School	Reading for Education	$70.00	Gifts Cards — School Education Support
Hamilton High School	Candor, Inc.	$5,398.00	Radical Candor Books
King Elem. School	Donors Choose	$410.80	Kid Inspired Tricycles
King Elem. School	Donors Choose	$371.44	Technology
King Elem. School	Donors Choose	$984.86	Music and Movement
Lowell School	Einstein Bagels	$20.00	Refreshments for Coffee Conversations
Lowell School	Colectivo Coffee	$76.00	Coffee for Coffee Conversations
Manitoba School	D & M Tile	$300.00	Soccer Uniforms
Manitoba School	Donors Choose	$338.76	Literacy at Home — Books
Manitoba School	Donors Choose	$399.09	Art and Science Materials
Manitoba School	Donors Choose	$623.69	iPad, Legos, Art Materials
Manitoba School	Donors Choose	$335.41	Art and Science Materials
Manitoba School	Donors Choose	$915.32	Play Animals
Manitoba School	Donors Choose	$335.42	Manipulatives and Backpacks
Manitoba School	Donors Choose	$332.26	Manipulatives and Backpacks

Location	Donor	Amount	Gift or Purpose
Bradley Trade & Tech	Donors Choose	$321.36	Building Our Classroom Library
Bradley Trade & Tech	Donors Choose	$499.74	Basic Supplies
Bradley Trade & Tech	Donors Choose	$161.51	Literature to Enrich Learning
North Division High School	General Baptist State Convention State Home Mission	$50.00	Student Resource Center
North Division High School	James and Rosemary Noble	$50.00	Student Resource Center
Roosevelt Middle School	UW Wisconsin Madison	$239.00	Donation to Offset Field Trip Bus
Marvin Pratt	Gloria Santilli	$47.76	Six Perpetual Flowers
Marvin Pratt	Marvin Pratt*	$55.76	Carnations & Crescendo
Ronald Reagan High School	Tracy And Doug Marconnet	$750.00	Guitar and Viola Instruments
Westside Academy	Kim Lamers	$145.00	Exercise and Sports Equipment
Westside Academy	Froedtert Community Engagement	$28.48	Basketballs
Westside Academy	Froedtert Community Engagement	$71.76	Baked Potatoes
Westside Academy	Froedtert Community Engagement	$10.98	Yoga Mat & Strap
Westside Academy	Froedtert Community Engagement	$36.17	Fitness Equipment
	Total Non-Monetary Donations	*$57,333.02*	
Total Value of Donations for June 2017		$186,550.33	
*Donations from MPS Alumni		$263.76	

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.

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

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Requests

Attachments: Overview of Action on the Award of Exception-to-Bid Requests: Proposed Contracts and Supporting Documents

Background

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

- US Postmaster and US Postal Service, for meter postage
  MAL-0-0-MAL-MM-EPST ..... $ 700,000
- GPS Education Partners, Inc., for alternative education programming,
  DTI-0-S-G37-EO-ECTS ..... $ 143,000
- City Year, Inc., for Whole School, Whole Child support,
  GEN-0-I-1V8-OI-
  ECTS ..... $ 1,499,999.90
- Cooperative Educational Service Agency #1 (CESA #1) for personalized learning facilitation and support,
  GEN-OI-1V8-OI-ECTS ..... $ 79,190
- Systems Thinking Group, Inc., for professional development in the MPS Systems Thinking — Links to

Leadership project,
GEN-0-I-1V8-OI-ECTS ..... $ 178,030

- United Way of Greater Milwaukee & Waukesha County, for services associated with Community Schools Partnership,
  GEN-0-0-BDK-HK-ECTS ..... $ 15,000
  OSC-0-0-INT-OI-ECTS ..... $ 165,000
  SD1-L-S-BDE-LI-ECTS ..... $ 15,000
  SDV-0-S-3D8-OI-ECTS ..... $ 70,000
  GEN-0-I-1V8-OI-ECTS ..... $ 70,000
  GEN-0-0-BDC-XX-ECTS ..... $ 15,000
  Total ..... $ 266,000
- Cooperative Educational Service Agency #1 (CESA #1), for title services,
  SCF-0-0-CTG-DW-ECTS ..... $ 13,400
  GOE-0-I-1N8-1S-ECTV ..... $ 17,000
  DWC-0-0-T28-1S-ECTS ..... $ 2,000
  GOE-0-I-9A8-57-ECTS ..... $ 12,000
  GOE-0-I-9A8-7A-ECTS ..... $ 24,000
  Total ..... $ 68,400
- Milwaukee County Youth Education Center, for Title ID services,
  GOE-0-I-9A8-7A-ECTS ..... $ 60,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration 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 or 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.

* * * * *

(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:

- Lakeside Ventures Inc., for translation services,
  OGA-0-0-SSF-CI-ECTS ..... $ 333,333

- Lakeside Ventures Inc., for interpretation services,
  OGA-0-0-SSF-CI-ECTS ..... $ 333,333
- Lingua Pros, LLC, for translation services,
  OGA-0-0-SSF-CI-ECTS= $333,334
- Renaissance Learning, Inc., for Universal Screening assessment and progress monitoring,
  SYS-0-0-SGV-RH-ETTX ..... $ 808,910
- Parallel Employment Group, for food-service assistant staffing services,
  LNC-0-0-LHN-XX-ECTSTEMP ..... $ 246,400
- Contracts or human-service vehicle or van-type transportation:
  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
  To be distributed as follows:
  — Able Access Transportation, LLC ..... $ 240,000
  — American United Taxicab, Inc. ..... $ 220,000
  — First Student, Inc. ..... $ 160,000
  — Transit Express, Inc. ..... $ 160,000
  Total ..... $ 780,000
- Wisconsin Wireless Communication Corporation, d/b/a Enterprise Systems Group, for maintenance of private-branch exchange telephone system,
  PIN-0-0TLN-DW-ETEL ..... $ 543,243
- The Young Men's Christian Association of Metropolitan Milwaukee, Inc., for Employee Wellness services,
  HXP-0-0-SSF-DW-ECTS ..... $ 100,000
- Proximity Learning, Inc., for online interactive learning course system for world languages,
  Varies by location using services ..... $ 1,206,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration 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 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 School Nutrition

Background

Recommended for the Board's approval at this meeting are extensions of the following professional services contracts related to school nutrition:

- Directly-diverted Bulk Commodities
  - — Advance Pierre Foods, Inc.
  - — Basic American Foods
  - — Bongards' Creameries
  - — Cargill Kitchen Solutions Corporation
  - — ConAgra Foods, Inc.
  - — ES Foods, Inc.
  - — Integrated Food Service
  - — J.R. Simplot Co.
  - — JTM Provisions Co., Inc.
  - — McCain Foods USA, Inc.
  - — Michael Foods, Inc.
  - — Nardone Brothers Baking Company, Inc.
  - — National Food Group, Inc.
  - — Red Gold, LLC
  - — Schwan's Food Service, Inc.
  - — Tasty Brands, LLC
  - — Tyson Sales and Distributions, Inc., and Tyson Fresh Meats, Inc.
  - — The Father's Table, LLC
  - — Jennie-O, Turkey Store Sales, LLC
  - — Out of the Shell, LLC, dba Ling's
- US Foods Inc., for prime food vendor services
  (In its capacity as prime vendor, US Foods deals directly with the commodity processers listed above, who provide MPS food products for ultimate consumption across the District in meals by MPS students.) $27,100,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration 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 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

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 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract for the Administration of Gym Memberships

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 our employees and their spouses to engage in physical activity through providing a monthly financial reimbursement based on gym attendance of at least 12 visits per month.

This contractor was chosen pursuant to RFP 866. The original contract provided for two one-year options to extend. MPS is exercising a third option year for the contract in order to ensure continuity of services.

This contract extension will run from July 1, 2017, through June 30, 2018. The total cost of the contract in this extension year will not exceed $120,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration 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.

DWC-0-0-EMB-DW-EMDI (Employee Benefits).....$120,000

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 8) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Change Orders, Material Purchase, and Professional Services Contract Recommendation.

Background

Recommended for the Board's approval at this meeting are:

- Construction Contracts:
  - F.J.A. Christiansen Roofing Co., Inc. for roof replacement at Milwaukee Academy of Chinese Language,
    FAR 00 MM2 GA ECNC ..... $ 1,364,540.00
  - Burkhart Construction Corporation for Phase II upgrades at Marshall High School, Morse Middle School, and Milwaukee Sign Language School,
    FAR 00 MM2 MS ECNC ..... $ 505,850.00
  - William Sackerson Construction Co., Inc., for the College Access Center located at South Division High School,
    OGA 0A CAC EO EMMB ..... $ 420,000.00
  - KPH Construction Corporation for wood window restoration at Washington High School
    FAR 00 MMS IT ECNC WND4 (QSCB) ..... $ 938,000.00
- Changes Orders:
  - Exterior window/door abatement at River Trail Elementary School,
    FAR 00 ECE RT ECNC7 ..... $ 51,353.00
  - Exterior window/door abatement at Vincent High School,
    FAR 00 ECE VN ECNC7 ..... $ 78,576.00
- Material Purchase:
  - Filtration Concepts, Inc. for HVAC filters for MPS sites,
    BLD 00 BOP DW ESUP ..... $ 126,050.75
- Professional Services Contracts:
  - Advanced Disposal, for trash-disposal & recycling services for the District,
    BLD 00 UTL FM ESRD:
    Trash-disposal services per contract year not to exceed ..... $ 476,242.00
    Recycling services per contract year not to exceed ..... $ 118,624.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- Total Construction Contracts Requested ..... $ 3,228,390.00
- Total Changes Orders Requested ..... $ 129,929.00
- Total Material Purchase Requested ..... $ 126,050.75
- Total Professional Services Contracts Requested per contract year, Not to exceed ..... $ 594,866.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented, change orders executed, and materials purchased.

Committee's Recommendation

Your Committee recommends that the Board authorize the construction contracts, change orders, material purchases, 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.

* * * * *

(Item 9) Action on a Request to Enter into an Intergovernmental Cooperation Agreement with the City of Milwaukee for the Better Buildings Challenge Program

Background

The City of Milwaukee would like to partner with Milwaukee Public Schools on the implementation of the Better Buildings Challenge-Milwaukee program (BBC-MKE). The program has received an award of funds from the U.S. Department of Energy to develop a comprehensive energy-efficiency program to help buildings prepare to develop and implement energy-efficiency projects. The goal of the program is to conduct energy audits with students and staff at 25 schools and to recommend actionable energy-efficiency measures and energy-efficient behaviors which ultimately will reduce both utility and operational costs.

The City of Milwaukee's Environmental Collaboration Office will work with the Department of Facilities and Maintenance Services to connect with interested schools that could benefit from the BBC-MKE program.

The agreement will terminate on June 30, 2018.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 5.01, Facilities

Fiscal Impact Statement

The City will provide in-kind and/or contract services not to exceed $36,000.00 to provide site-based energy audits in collaboration with students and staff at 25 schools.

Implementation and Assessment Plan

Once approved by the Board, the Intergovernmental Agreement shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed Intergovernmental Agreement between Milwaukee Public Schools and the City of Milwaukee, as attached to the minutes of your Committee's meeting, for the Better Buildings Challenge Program.

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

* * * * *

(Item 10) Action on the Award of a Summer Contract for a 21st Century Summer Learning Center (CLC) at Milwaukee High School of the Arts

Background

The Administration is requesting authorization to enter into a contract with Neu-Life Community Development, Inc., to provide a comprehensive summer learning program at Milwaukee High School of the Arts.

On April 20, 2017, the Milwaukee Board of School Directors approved the award of Summer Contracts for 21st Century Summer Community Learning Centers (CLCs). This approval authorized contracts with nine community-based organizations to provide comprehensive summer learning programs for 46 elementary-, middle-, and high-school CLC sites. All CLC sites operating during the 2016-2017 school year were included in the summer CLC approval with the exception of Doerfler, Milwaukee High School of the Arts, and Maple Tree. These sites were unavailable due to construction projects.

Since the time of approval, the Department of Facilities and Maintenance Services has determined that the work at Milwaukee High School of the Arts this summer will not be completed and, therefore, the facility will be available for a CLC. Upon receiving this notification, the Department of Recreation and Community Services took steps to analyze the need for summer CLC programming in the immediate community that Milwaukee High School of the Arts serves. Subsequently, it was determined that, due to the lack of adequate services for high-school-aged students in the area, a contract for summer CLC programming would be extended to Neu-Life Community Development, Inc., Milwaukee High School of the Art's community-based lead agency, to provide summer CLC programming.

The contract in the amount of $25,000 will support a six-week CLC program, from June 19, 2017, through July 28, 2017. The site will serve approximately 100 students over the course of the program.

Attached to the minutes of your Committee's meeting is the recommended contract with Neu-Life Community Development, Inc.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures in the amount of $25,000 from budget code CSV-0-0-CNR-MH-ECTS.

Implementation and Assessment Plan

The contract 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 contract with Neu-Life Community Development, Inc., for a 21st Century Summer Community Learning Center at Milwaukee High School of the Arts, 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 Committee reports.

* * * * *

(Item 11) Action on a Request for Approval of the First Lease Amendment between Milwaukee Public Schools and The Next Door Foundation for a Portion of the O.W. Holmes School Building

Background

The Next Door Foundation is a service provider for Milwaukee's Head Start program. Collaboration between O.W. Holmes Elementary School and Next Door Foundation began as a pilot program in 2013 that allowed Next Door Foundation the opportunity to occupy space within the school building to provide a continuum of services to the families and students of MPS. In May 2014, the Milwaukee Board of School Directors approved a lease agreement between MPS and Next Door Foundation for use of a portion of O.W. Holmes Elementary School to provide services.

Next Door Foundation's Head Start program is converting to full-day K3, which has resulted in a request for additional classroom space at O.W. Holmes Elementary School. The proposed First Lease Amendment provides for the use of three additional classrooms through the remainder of the current lease term, which expires on June 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Revenue from the lease resulting from this amendment for the remaining two years of the lease term is as follows:

- July 1, 2017, through June 30, 2018 ..... $ 53,250
- July 1, 2018, through June 30, 2019 ..... $ 54,049

Implementation and Assessment Plan

Once approved by the Board, the First Lease Amendment shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed First Lease Amendment between Milwaukee Public Schools and The Next Door Foundation 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 12) Report and Possible Action on FY17 Grant-development 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

1. The table below details comparisons of the FY16 and FY17 funding requested from and funded by federal, state, and private sources.

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
FY16	1st	20	13	0	7	$17,926,469	$14,603,914
	2nd	24	13	0	11	$3,442,454	$3,312,920
	3rd	12	8	0	4	$12,387,534	$12,181,526

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
	4th	28	22	0	6	$18,796,745	$4,831,603
					Year to Date:	$52,553,202	$34,929,963
FY17	1st	34	21	4	9	$6,260,514	$4,591,561
	2nd	75	57	13	5	$1,572,126	$640,829
	3rd	24	9	15	0	$18,245,498	$4,918,904
	4th (to-date)	33	2	31	0	$42,023,347	$4,369,000
					Year to Date:	$68,101,485	$14,520,294

2. The Administration places emphasis on supporting school-led grant applications to meet the special project and programming needs of schools. To-date in FY17, 91 school-based grant applications have been submitted by 50 different schools.

3. In February, 109 schools applied to the Kohls Cares Field Trip Grant Program for funds to sponsor trips to Betty Brinn, Discovery World, Hunger Task Force, Milwaukee Public Museum, Milwaukee Art Museum, Milwaukee County Zoo, and Junior Achievement. Schools could request up to four trips. A total of 219 trips has been awarded to MPS schools.

4. The Administration continues to value and facilitate numerous partnership grants in which an external organization is the fiscal agent. In FY17, MPS supported 72 partnership grant applications to date.

5. The Administration facilitates a voluntary bi-monthly, two-hour Basics of Grant Writing Workshop in which 52 district personnel have participated in FY17. Division of Grant Development & Planning staff will offer tiered levels of grant-writing professional development in FY18 to meet the needs and interest levels of MPS personnel.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 13) Action on a Request to Approve Adjustments to the Previously-Approved Employee Handbook

Background

As a result of 2011 Wisconsin Acts 10 and 32, and given this legislative prohibition on negotiating terms and conditions of employment other than base wages, the District determined that it was necessary to create an Employee Handbook that would outline important MPS policies, guidelines, and practices that directly impact upon employees, as well as to apprise employees of their rights and responsibilities.

In May 2012, the Milwaukee Board of School Directors approved an Employee Handbook for non-represented employees and represented employees whose collective bargaining agreements were to expire on June 30, 2012. In May 2013, the Milwaukee Board of School Directors approved an Employee Handbook which covered all district employees, bringing in the members of MTEA and PAMPS to have coverage under the Employee Handbook. This was done after numerous meetings with the leadership of the above-mentioned unions.

All district employees have been covered by the Employee Handbook since July 1, 2013.

Over the last few years, it has become necessary to remove, add, and modify language in the Employee Handbook to meet current needs and practices of the District. In the summer and fall of 2016, representatives from the Office of Human Resources met on multiple occasions with union leadership from the MTEA, PAMPS, Local 420, Local 150, and Local 1053 to discuss the language that the Administration wished to update in the Employee Handbook. The union leadership also brought forward the language that they wished to see updated in the new Employee Handbook.

The Employee Handbook, provided under separate cover, with revisions to be effective July 1, 2017, is the agreed-upon Employee Handbook which resulted from these meetings, with the exception of Part II,

Section M. This language, however, has been a part of the School Staff Manual and applied to those covered by it for years.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will proceed with implementation, which includes,

1. updating the Employee Handbook on the MPS website;
2. providing information about the revised Employee Handbook in the Thursday Updates;
3. working with the Department of Communications and Outreach to communicate this update to all staff through various resources;
4. assisting district administration in understanding the revisions, so they can answer the questions of their staff; and
5. bringing forward changes to district policies or procedures resulting from the adoption of this Employee Handbook to the Board at subsequent board meetings.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the changes to the previously-approved Employee Handbook as presented in attachment 3 to the minutes of your Committee's meeting, with the exception of the language regarding building committees (pages 4-5 of the proposed revised Handbook); and
2. direct the Administration to confer with the bargaining units to work on clarification of the process for selecting the building committees and to return with its recommendations in July.

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

* * * * *

(Item 14) Report with Possible Action Regarding Improving the Standard of Care in Our Schools through the Implementation of a Proactive Project Cleaning Team

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 recent Implementation of a four-person Project Cleaning Team marks a proactive approach to deep cleaning throughout the school year, rather than during only the summer break. The four-person team rotates throughout MPS and works directly with principals to identify key areas within the schools that could benefit most from this effort.

This Program Directly Supports Three of the Eight Big Ideas:

- Closing the Achievement Gap
  - promotes higher student performance
  - lowers rates of absenteeism
- Re-envisioning Partnerships
  - enhances community and alumni partnerships

- — empowers families
- Redefining the MPS Experience
  - — elevates comfort levels
  - — increases pride and commitment

This effort further demonstrates our proactive approach to improving the standard of care in our schools and helps us achieve a high academic return on investment (A-ROI). We accomplish this by making a practical connection between our academic and financial decisions to get the most impact from our limited resources in order to achieve our goals.

The Project Cleaning Team works with the respective principals to focus on entrances, cafeterias, main corridors, and gymnasiums at Auer Avenue School, Burdick School, Carver Academy, Clarke Street School, Green Bay Avenue School, Hopkins Street School, Keefe Avenue School, Lincoln Avenue School, Maryland Avenue School, and Webster Middle School.

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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 1617R-003 by Director Falk to Develop Policies and Procedures Governing the Use of Drones

Background

At its meeting on October 27, 2016, the Board referred Resolution 1617R-003 by Director Falk regarding the development of a policy and procedures governing the use of drones to the Committee on Legislation, Rules and Policies:

Resolution 1617R-003

WHEREAS, Unmanned aircraft systems (UASs) — or "drones," as they are popularly known — have become increasingly affordable and accessible by the general public; and

WHEREAS, As drones have become more sophisticated and commonplace, and the use of this technology has rapidly expanded into recreation, research and education, business and commerce (including the media), and even public safety, school districts around the country are now beginning to realize the need to establish rules, policies, and guidelines for the use of drones within their grounds and even within their buildings, both by students and staff and by outside people and entities; and

WHEREAS, As school leaders have learned from the rapid rise of cell phones and other, similar devices, there is a need to try, if not to keep ahead of new technological advances, at least to keep pace with them in the development and revision of administrative policies governing their use; and

WHEREAS, The use of drones on or around district property raises serious concerns regarding:

- compliance with federal, state, and local laws and regulations;
- safety, not only of students and staff, but of residents of and visitors to the neighborhoods around our buildings;
- privacy, as it relates to the use of cameras and recording equipment attached to the drones; and
- liability, including personal injury, property damage, and insurance coverage; now, therefore, be it

RESOLVED, That the Administration be directed to develop policies and procedures governing the use of drones by students, staff, and the public on and around school property; and be it

FURTHER RESOLVED, That while this policy must be designed to limit the District's liability as much as possible in regard to the use of drones, it must avoid placing any unreasonable limits on the opportunities for students to explore the productive, beneficial, and creative use of drones; and be it

FURTHER RESOLVED, That, in developing this policy, the Administration be directed to consult

- the rules and regulations of the Federal Aviation Administration;
- the applicable Wisconsin Statutes (such as Chapter 114 and 941.292);
- the WIAA's policy for unmanned aerial vehicles (UAVs);
- the applicable policies already developed by Wisconsin school districts
- the resources of the Wisconsin Association of School Boards (WASB), which has already begun extensive examination of the subject; and
- any other resources that Administration deems appropriate; and be it

FURTHER RESOLVED, That proposed policy be brought back to the Board as soon as possible, but no later than April of 2017.

The June-July 2016 edition of *Wisconsin School News* published by the Wisconsin Association of School Boards (WASB) included important information regarding the increased use of drones in schools due to reduced costs as a result of advanced technology in this area. Based on this, it is important for school districts to develop policies to assure alignment with already established rules and regulations associated with the use of drones on or near school property. For example, because drones are flying in Federal Aviation Administration (FAA) airspace, school districts must be certain that policies associated with the use of drones must align to FAA rules and regulations. The Administration will work closely with WASB in developing an administrative policy on the use of drones.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the City Attorney's Office to begin development of the new policy and procedures.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1617R-003 by Director Falk to develop policies and procedures governing the use of drones.

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

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(Item 2) Action on Proposed Revisions to Administrative Policy and Procedure 7.34, Final Examinations

Background

Proposed revised Administrative Policy 7.34, Final Examinations, and proposed revised Administrative Procedure 7.34 have been updated to reflect best practices in standards-based grading.

All students should have the opportunity to demonstrate their proficiency in course standards throughout the entire semester. Students who have not demonstrated proficiency in course standards by the end of the class should have an opportunity to demonstrate mastery of those standards. Likewise, students who are proficient need opportunity to excel and demonstrate an advanced level of learning.

This assessment may remain as an examination or be another appropriate activity such as a written, oral, comprehensive, and/or performance-based assessment to measure students' learning in the designated standards. The major change in this policy is that a single examination will not be counted as 25 percent of a student's grade, but will be included in the final course grade in the same manner as is the body of proficiency evidence recorded during the duration of the semester.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 7.34, Final Evidence of Proficiency

Implementation and Assessment Plan

If these revises are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy and Procedure 7.34, Final Examinations, 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 3) Action on a Proposed Policy and Procedure on Theft, Fraud, Waste, Abuse, and Illegal or Unethical Behavior

Background

This item proposes the creation of a policy and related procedure that would enhance the reporting of theft, fraud, waste, abuse, and illegal or unethical behavior within the district.

The policy and procedure are being proposed in an effort to encourage the responsible use of taxpayer dollars and district resources by providing the means to report instances of theft, fraud, waste, abuse, and illegal or unethical behavior confidentially and anonymously.

MPS officials, chiefs, directors, and managers would be required to report such instances. Other district employees will be able to make such reports as well.

The policy further requires that employees be notified as to how they may report such activity, the steps involved in Audit Services' investigations, and records and reporting requirements.

This policy and procedure will align district practices to those of the City of Milwaukee (Employee Regulation 350-247) and Milwaukee County (Ordinance 34.095), both of which have similar requirements.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will publish the newly established policy and procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed Policy and Procedure 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 4) Action on a Request to Revise Board Governance Policy 4.05, Budgeting/Forecasting, and Board Rule 1.14, Voting Methods

Background

On July 28, 2016, the Board approved revisions to several Administrative Policies related to financial matters. One particular revision was made to Administrative Policy 3.03, Operating Reserve, whereby the "unreserved fund" is now referred to as the "unassigned fund."

The revisions that are requested in this item are to ensure that Board Rule 1.14, Voting Methods, and Board Governance Policy 4.05, Budgeting/Forecasting, are also using the same terminology.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 4.05, Budgeting/Forecasting

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The revisions to Board Governance Policy 4.05 will take effect immediately upon the Board's approval. Board Rule 1.11, Amendments to the Rules, however, directs as follows:

> (2) The Committee's report with respect to such proposed amendments shall be presented to the Board and then held over until the next Board meeting, when the report shall be considered and acted upon by the Board.

In light of this, the Board will have to defer adoption of any revisions to Board Rule 1.14 until its regular July 2017 meeting.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed revisions to Board Rule 1.14 and to Board Governance Policy 4.05.

Held over for consideration at the Board's regular July 2017 meeting, in accordance with Board Rule 1.11(2).

* * * * *

(Item 5) Action on a Request to Revise Certain Board Rules Relative to the April Board Cycle

Board Rule 1.02, Regular Board Meetings, states that the regular meeting in April shall be held on the Thursday prior to the fourth Tuesday.

On December 16, 2008, the Board adopted Resolution 0607R-016, which prohibited the scheduling of meetings of the Board or its committees on election days. The spring elections are held on the first Tuesday in April.

Spring Break typically falls during April, and many members of the public who would be interested in attending public hearings of the Board's committees are unable to attend due to their own spring-break commitments.

These requirements historically have necessitated numerous scheduling adjustments to the scheduling of committee meetings during the month of April.

In addition, the Board's annual organizational meeting also takes place in April. Therefore, to the greatest extent possible, the regular April meeting should be used to concentrate on the completion of the prior year's business, rather than the introduction of new business.

In light of these considerations, the Office of Board Governance is proposing revisions to the following Board Rules:

- Board Rule 1.02, Regular Board Meetings: Addition of section (1)(c), "No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections";
- Board Rule 1.09, Regular Items of Business: Revision of section (1) to allow public hearing on all regular items of business in April as well as in July, thereby replacing the reports of standing committees;
- Board Rule 2.02, Committee Meetings: Revision of section (2), which currently exempts the standing committees from meeting in July, to include the month of April in the exemption; also the addition of a section (5), which reads, "No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections."

The proposed revisions will streamline the Board's business in the month of April. Rather than holding several committee meetings, the proposed revisions will allow all public hearings to be given during the Regular Meeting of the Board only.

The proposed revisions also codify the requirement of Resolution 0607R-016 within Board Rules.

It must be noted that the revisions do not prevent a committee from meeting in April if it is necessary.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.02, Regular Board Meetings

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Board Rule 1.11, Amendments to the Rules, section (2), requires that your Committee's report with respect to any proposed amendments to Board Rules be presented to the Board and then held over until the next Board meeting, when the report shall be considered and acted upon by the Board.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed revisions to Board Rules 1.02, 1.09, and 2.02 as attached to the minutes of your Committee's meeting.

Held over for consideration at the Board's regular July 2017 meeting, in accordance with Board Rule 1.11(2).

* * * * *

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 Student Recruitment and Retention

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 Fiscal Year 2016 budget, the Milwaukee Board of School Directors approved the creation of the position of Student Recruitment & Retention Specialist in the Office of the Chief of Staff. The specialist began in January 2016, with full-time efforts beginning in July 2016.

The Student Recruitment & Retention Specialist helps foster cross-office, cross-department and cross-district collaboration to improve the recruitment and retention of students, with a focus on building relationships with families and using data to drive decisions. Key partner departments include the Department of Student Services, which leads the enrollment process; Business, Community & Family Partnerships, which works with families and the community; and the Department of Communications & Outreach, which leads the District's marketing efforts.

The work of student recruitment and retention is integrated into the district's strategic planning efforts, under the Board's goal of Student, Family and Community Engagement.

The presentation outlines the efforts in 2016-17: developing a community feedback tool; identifying school communities and developing feeder patterns; and smart recruitment and retention strategies. The presentation also outlines areas of focus for student recruitment and retention in 2017-18, including using the results of the feedback tool to best meet families' needs and updating enrollment processes in collaboration with the Department of Student Services and other district offices and departments.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 8.10, School Admissions

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Instituting Wellness Breaks for Elementary Students

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 our Strategic Priority of Educating the Whole Child, representatives from throughout the district and MTEA leadership met to develop a plan to offer a 15-minute wellness break to support the social-emotional health of students and the learning process at the elementary level (grades kindergarten through fifth grade).

Wellness breaks facilitate improved attention and focus on learning, and are consistent with supporting healthy child development and increased academic achievement.

The proposed 15-minute wellness break will provide students with discretionary time and opportunities to engage in physical activity and mindful movement. In addition, students will be able to practice life skills such as conflict resolution, cooperation, respect for taking turns and sharing, interpersonal communication and problem solving during this time period.

Starting with the 2017-18 school year, all students in grades kindergarten through fifth grade will have one recess/lunch period daily and one wellness break daily. Recess will be in coordination with the lunch period and the wellness break will be 15 minutes to be scheduled in the afternoon for students in grades kindergarten through fifth grade. Each teacher will be responsible for his/her classroom during the wellness break. Because recess/wellness break supervision is part of the 8-hour workday, there is no additional compensation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 7.04, School Day

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(Item 3) Report with Possible Action by the City of Milwaukee Office of Violence Prevention on Violence-Prevention Efforts

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

Background

At the request of the Board's President, the Director of the Office of Violence Prevention for the City of Milwaukee will present an overview of the Violence Prevention Plan Overview: A Blueprint for Peace.

The objective of the presentation is to determine ways the District can work with the City of Milwaukee's Office of Violence Prevention to assist in accomplishing the goals and objectives of the plan to support Milwaukee's students and citizens.

The presentation is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 1.01, Vision, Mission, Core Beliefs, and 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 Contract Revisions and Seat Allocations for Behavioral Reassignment Seats for the 2017-2018 School Year

Background

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, or social needs. The Behavioral Reassignment (BR) schools were created to serve students who have been expelled with services from the district or who, through Central Office hearing process, have received placement in BR schools for specified periods of time.

The contract term for BR 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.

On June 30, 2016, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, located at 4610 W. State St. The 2016-17 contract specifies services for 115 full-time-equivalent (FTE) pupils in grades 9 through 12;
- Southeastern Education Center, located at 4200 N. Holton St. The 2016-17 contract specifies services for 80 FTE pupils in grades 6 through 8;
- Lad Lake Synergy, located at 2820 W. Grant St. The 2016-17 contract specifies services for 110 FTE pupils in grades 6 through 12, 90 of the seats being for behavioral reassignment students, and 20 of the seats being for students who are at-risk; and
- St. Charles Education Center, located at 151 South 84th St. The 2016-17 contract specifies services for 80 FTE pupils in grades 1 through 12 for students with disabilities.

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 2017, a team met to review the data for each of the BR schools, which included a presentation by school representatives. The review team was provided the opportunity to discuss the findings, consider additional input from schools, and provide feedback.

Based on the review of data and the outcome of the review process, Administration recommends one-year contract renewals with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for BR seats for the 2017-2018 school year.

The proposed recommendation is for Banner Prep to have a total of 125 seats, Southeastern to have a total of 95 seats, and Lad Lake Synergy to have a total of 110 seats. The proposed seat allocations are outlined in the attachments to the minutes of your Committee's meeting and included in the redline contracts, also attached to the minutes of your Committee's meeting. Three of the four agencies are contracted at similar levels as those which they had been in the 2016-17 school year, taking into account the absence of one of the previous providers.

Changes have been made throughout the contracts 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

Administration Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures up to $1,140,090 in school operations funds and allocations to-be-determined from appropriate categorical aids for Banner Prep; authorizes expenditures up to $866,468.40 in school operations funds and allocations to-be-determined from appropriate categorical aids for Southeastern;

and authorizes expenditures up to $1,003,279.20 in school operations funds and allocations to-be-determined from appropriate categorical aids for Lad Lake Synergy.

In total, the item authorizes $3,009,837.60 in school operation funds to cover 330 seats at a per-pupil rate of $9,120.72.

The funds are designated in the 2017-18 budget (Agency Programs) as adopted by the Board on May 25, 2017.

Implementation and Assessment Plan

MPS will provide appropriate services (e.g., teachers, para-professionals, psychologist, social workers) for students in the special education comprehensive behavioral unit.

Upon approval, the contracts will be effective with the start of the 2017-2018 school year. Copies of the contracts will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts, as attached to the minutes of your Committee's meeting, for behavioral reassignment seats with Banner Prep, Southeastern, and Lad Lake Synergy for the 2017-2018 school year.

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

* * * * *

(Item 2) Action on a Request to Approve FY17 Federal Head Start Cost-of-Living-Adjustment (COLA) Funding Application

Background

Per a communication received on June 2, 2017, 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 Consolidated Appropriations Act 2017 contains an increase of approximately $85 million for programs under the Head Start Act for FY17. A portion of the increase provides a cost-of-living adjustment (COLA) of 1.0% 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 $84,107 for COLA. Awarded funds will be used to fund an increase in the hourly rate of pay for Head Start employees. This will offset the increase in wages granted in FY17. The remaining balance of COLA funds will be used to offset higher operational costs of the program.

The Milwaukee Public Schools Head Start Policy Council approved an action to submit the supplemental application on June 10, 2017. Once the application is made available in the Head Start Enterprise System, the supplemental application must be submitted by June 30, 2017.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

The Federal Head Start Cost of Living Adjustment (COLA) Supplemental grant is expected to be $84,107.

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.

* * * * *

(Item 3) Report with Possible Action on AP U.S. History Book Selection

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 September 2016, the Board authorized a change order in excess of $25,000 for AP U.S. history textbooks due to the increase in the number of students taking the AP course. At that time, the Board directed the Administration to come back to the Board in June 2017 to report on feedback from teachers and students as to the effectiveness of the AP U.S. history textbooks.

In April and May 2017, the MPS Division of Research and Evaluation conducted a survey from teachers and students of Advanced Placement U.S. history on the effectiveness of the newly-adopted textbooks from the 2016-2017 school year. The report attached to the minutes of your Committee's meeting will provide a summary of the feedback. Student responses indicate that they use the books frequently for class and homework assignments and that the content, illustrations, photographs, charts, and tables included in the textbooks enhanced their understanding of the AP course material.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

N/A.

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(Item 4) Report with Possible Action on Spring Assessment 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

The presentation attached to the minutes of your Committee's meeting will provide an overview of the student-achievement results on the District's universal screener and other assessments. STAR Results in reading, math, and early literacy, in both English and Spanish, will be provided. Results from the Phonological Awareness Literacy Screening (PALS) given to K4 to grade-2 students will be reviewed. Additionally, ACCESS results will be reviewed.

Federal and state laws require that students identified as English Learners (ELs) be assessed annually to determine their levels of English-language proficiency (ELP) and to ensure that they are progressing in achieving full English proficiency. The results presented demonstrate the performance of Milwaukee Public School ELs that were tested this school year from December to February. This presentation will also review the changes that occurred to raise the bar for language proficiency. Changes in ACCESS performance levels this year resulted from standards being set to better align scores to levels of English-language proficiency needed to meet language demands of college- and career-readiness standards.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administration Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

None

Implementation and Assessment Plan

Results will be used to better meet the needs of all students within the district.

* * * * *

(Item 5) 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 was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program (Wisconsin Acts 53 and 71). 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 AGR program.

MPS has 62 traditional schools and two non-instrumentality charter schools that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies:

a. instructional coaching for teachers provided by a licensed teacher in grades K5 through 3; and
b. 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

Fiscal Impact Statement

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 MPS Head Start Policy Council and to the Milwaukee Education Partnership (MEP).

* * * * *

(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 June 2017 included the following:

Academic Achievement

- Attended the graduation/completion ceremonies of
  - Milwaukee High School of the Arts
  - Bruce Elementary School
  - Maple Tree School
  - James Madison Academic Campus
  - Washington HS
  - Vincent HS
- Participated in a tour of Rogers St. Academy with Manpower and City Year
- Met with NAF at the James Madison Academic Campus
- Met with the Public Policy Forum
- Met with Vice President Miller and Gerard Randall, Executive Director of the Milwaukee Education Partnership (MEP)
- Met with Director Woodward
- Met with Dr. Freda Russell, Dean of Education at Cardinal Stritch University
- Met with Danae Davis, Executive Director of Milwaukee Succeeds

Student, Family, and Community Engagement

- Participated in a recreation listening session at Vincent HS
- Attended a school celebration at Milwaukee Sign Language School
- Participated in Doughnuts with Dads at Parkview Elementary School
- Played pickleball at Juneau HS playground
- Participated in the Maple Tree Hula Hoop Challenge
- Met with Paula Kiely, Director the Milwaukee Public Library
- Attended the MPS Golf Outing at Oakwood
- Participated in a meeting of the Library Board
- Attended a meeting of the Library Building Development Committee

Effective and Efficient Operations

- Met with members of the Milwaukee Board of School Directors, the Administration, and staff, including:
  - Dr. Driver
  - Vice President Miller and Superintendent Driver
  - Wendell Willis, Chief Operations Officer of MPS
  - Director Miller and Glenn Kleiman of 88Nine Radio Milwaukee

* * * * *

RESOLUTIONS

Resolution 1718R-002

By Director Michael Bonds

WHEREAS, Administrative Policy 6.37, Limited-Term Employment (LTE) Positions, states that "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"; and

WHEREAS, The Milwaukee Board of School Directors evaluates the effects of its administrative policies and the manner of their execution, as well as the routine operation of the schools, by such means as observation, special studies, audits, and periodic reports by its administrative officers; and

WHEREAS, A review of LTE data by the Office of Accountability and Efficiency has found that:

- over $11 million has been spent on LTEs since FY13;
- Nearly 50% of the 235 currently active LTEs are MPS retirees; and

- a dozen individuals have earned over $100,000 as LTEs; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and bring back to the Board for its approval an update to Administrative Policy 6.37 that is to incorporate, but not necessarily be limited to, the following policy additions:

- a semi-annual reporting requirement that lists all active LTE employees, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE;
- inactivation of an LTE's active-pay status upon completion of the payroll activity corresponding to his/her LTE contract's end date; and
- a proposed uniform hourly rate for MPS retirees hired as LTEs; and be it

FURTHER RESOLVED, That any policies or procedures needing updates or revisions to reach full alignment with the additions above be brought back to the Board for referral no later than the September 2017 Board cycle.

Referred to the Committee on Legislation, Rules and Policies.

The Board next took up the Communication from the Board Clerk consideration of which had been deferred earlier in the meeting:

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

(Item 1) 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

Director Bonds moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider Employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

The motion prevailed, 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 10:06 PM.

The Board adjourned from executive session at 11:58 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 27, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:42 PM.

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

President Sain requested a moment of silence to commemorate the passing of Justin Evans, Jr., a kindergarten student at Elm Creative Arts School, who had been killed on July 22, 2017.

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APPROVAL OF MINUTES

The minutes of the special and regular meetings of the Board of June 8, 22, and 29, 2017, were approved as printed.

* * * * *

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.

Consideration of this item was was deferred to the end of the agenda.

* * * * *

(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The delay in the completion of the Wisconsin State Budget, negotiations around federal health care legislation, and the related implications for Medicaid funding for school-based services again dominated legislative discussions during the month of July. Given the changing nature of those discussions, a current update will be provided at the time of the full meeting of the Milwaukee Board of School Directors.

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

BG 2.13, Board Legislation Program

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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 reagular items of business, below, which replaced the reports of standing committees at the Board's regular July 2017 meeting.

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REGULAR ITEMS OF BUSINESS

(Item 1) Action on a Request to Seek Position Authority for a Cabinet-level Position of Director I, Black and Latino Male Achievement (BLMA)

Background

The Administration is seeking position authority for an additional Director I, Black and Latino Male Achievement (BLMA), to be effective for the FY18 budget. The position will report to the Superintendent and focus primarily on community engagement and building relationships.

The Director I, BLMA, will identify resources for Black and Latino male students and for all students to provide them with the tools necessary to be successful. The Director will work with administrative staff to translate the strategic vision of Milwaukee Pubic Schools into action in accordance with Administrative policy and legal regulations.

The position will lead and collaborate in the development and implementation of a set of strategies and professional development to create an external infrastructure needed to guide African-American and Latino males to achieve and perform at a level on par with their peers. The Director will effectively communicate the Department's strategy, goals, and progress to all Milwaukee Public Schools' staff and to the community at large.

The position went through the normal job-classification process to identify position level and salary range. The position level has been determined to be 14A, and the corresponding salary range is $85,222-123,691.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.04, Superintendents Cabinet

Fiscal Impact Statement

The Coordinator position in the FY18 budget will be funded from SIG funds instead of Title I funds. The resulting Title I funds available in the FY18 approved budget will be utilized to fund the Director I, BLMA, position.

Implementation and Assessment Plan

Once the item has been approved, the Administration will include an adjustment to the FY18 budget in October 2018. In addition, the Administration will request a technical amendment to revise Administrative Policy 2.04, Superintendent's Cabinet, to reflect the Director I, BLMA, position.

Recommendation

The Administration recommends that the Board approve the request for position authority for the Director I, BLMA, cabinet-level position, to be effective with the FY18 budget.

Director Bonds moved to approve the Amdinistration's recommendation.

The motion prevailed, the vote being as follows:

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

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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 Personel Transactions

	Name	Position and Salary	Date
		New Hires	
2	Diana Cooper	Building Service Helper I $11.47 per hour	06/05/2017
5	Sean Croft	Building Service Helper I $11.47 per hour	06/05/2017
2	Derrick McCall	Boiler Attendant Trainee $32,378.15	06/05/2017
3	Allen Thao	Boiler Attendant Trainee $32,863.83	06/05/2017
5	Scott Pfaff	Bricklayer $36.98 per hour	06/05/2017
4	Maria Cibrian	Food Service Assistant $11.14 per hour	06/05/2017
2	Evelyn Fayne	Food Service Assistant $11.14 per hour	06/05/2017
2	Lorenea Johnson	Food Service Assistant $11.14 per hour	06/05/2017

	Name	Position and Salary	Date
4	Bianca Martinez	Food Service Assistant $11.14 per hour	06/12/2017
2	Lisa Mathews	Food Service Assistant $11.14 per hour	06/05/2017
2	Latrice Parks	Food Service Assistant $11.14 per hour	06/05/2017
4	Ivelisse Rivera	Food Service Assistant $11.14 per hour	06/05/2017
2	Kelly Thomas	Food Service Assistant $11.14 per hour	06/05/2017
2	Shamekia Williams	Food Service Assistant $11.14 per hour	06/05/2017
4	Lisa Cerbe	School Secretary I — 12 MO $27,881.00	06/20/2017
2	KaTandra Williams	School Secretary I — 12 MO $27,881.00	06/12/2017
		Promotions	
2	Michael Gladney	Building Service Helper II $31,634.53	06/19//2017
2	Edward Easley	School Engineer III $49,141.82	06/19/2017
2	Michael Powell	School Engineer III — Over 250,000 Ft $53,997.32	06/05/2017
		Rehires	
2	Craig Milam	Building Service Helper I $11.47 per hour	06/12/2017
2	Devin Williams	Building Service Helper I $11.47 per hour	06/19/2017
2	Anthony Harbin	Food Service Assistant $11.14 per hour	06/05/2017
5	Theresa Sikora	Food Service Assistant I $13.01 per hour	06/05/2017

Certificated Resignations

Reason	Years Svc	Ethni Code	Name	Position	Location	Date
Personal	1.6	5	Dawn Abts	Teacher	Pratt	06/16/2017
Other Work	8.10	2	Victor Amaya	Teacher	Wedgewood	06/30/2017
Other Work	2.3	5	David Anderson	Teacher	Community	06/17/2017
Other Work	4.9	5	Sara Boldt	Psychologist	Kluge	06/14/2017
Other Work	19.8	2	Robinson Burgos	Teacher	Doerfler	06/14/2017
Other Work	14.9	2	Kanika Burks	Principal	Jackson	06/22/2017
Personal	9.5	2	Michael Burress	Teacher	Lincoln	06/27/2017
Personal	1.2	5	Robert Clay	Teacher	French Imm	06/14/2017
Personal	0.7	5	Matthew Cohen	Teacher	South	06/30/2017
Other Work	0.9	5	Allyson Craft	Teacher	Clarke	06/14/2017
Personal	2.6	2	Renee Crawford	Teacher	Audubon	06/30/2017
Other Work	1.10	5	Alisa Damitz	Teacher	Vieau	06/30/2017
Personal	0.9	5	Jennifer Dono	Teacher	Auer	06/13/2017
Personal	0.5	2	Acacia Dorsey	Teacher	Marshall	06/13/2017
Personal	3.9	5	Michael Dossett	Teacher	WCLL	06/16/2017
Other Work	0.9	1	Chelsea Drenning	Teacher	Vincent	06/13/2017
Other Work	3.9	5	Nicole Drew	Social Wrk	Parkside	06/16/2017
Personal	2.3	5	Michael Dropp	Teacher	Bruce	06/15/2017
Personal	18.5	2	Tyrone Dumas	Teacher	MSHA	06/30/2017
Personal	0.9	5	Morgan Ekstein	Teacher	Lancaster	06/13/2017
Personal	17.4	2	Vernay Gilliard	SpecEd Sup	Central	06/14/2017

Reason	Years Svc	Ethni Code	Name	Position	Location	Date
Personal	2.10	5	Cory Hanson	Teacher	Marshall	06/30/2017
Personal	0.6	5	Rebecca Hauf	Teacher	Green Bay	06/13/2017
Other Work	1.10	5	Jenna Hietpas	Psych	Community	06/17/2017
Other Work	2.9	5	Jodi Hrdina	Teacher	Longfellow	06/13/2017
Other Work	4.9	5	Kristina Huppertz	Teacher	Marshall	06/21/2017
Personal	23.4	2	Lori Johnson	Teacher	Grantosa	06/13/2017
Personal	2.7	5	Nora Justin-Szopinski	Teacher	Mitchell	06/16/2017
Personal	0.9	5	Megen Kaminski	Teacher	Starms	06/30/2017
Personal	2.9	2	Corey Kanady	Teacher	Obama	06/14/2017
Personal	1.8	5	Samantha Karin	Social Wrk	Pratt	06/16/2017
Retire	25.9	5	Lite Knuettel	Teacher	Mil Sch of Lang	06/13/2017
Personal	2.0	5	Anne Kruthoff	Teacher	Starms	06/16/2017
Other Work	3.7	5	Rebecca Kwiecinski	Teacher	Carver	06/13/2107
Other Work	3.10	3	Tiffany Le	Teacher	Community	06/22/2017
Personal	9.2	2	Christopher Lee	Teacher	Engleburg	06/28/2017
Retire	25.9	2	Gwendolyn Lewis	Psychologist	Central Services	06/14/2017
Personal	1.5	2	Jessica Littlejohn	Teacher	Bayview	06/13/2017
Personal	1.9	5	Samantha Lizak	Teacher	Bruce	06/14/2017
Other Work	8.5	5	Rebecca McCallister-Hall	Teacher	Greenfield	05/16/2017
Other Work	1.9	5	Jennah Mariani	Psych	Grantosa	06/14/2017
Personal	3.9	5	Rebecca Marten	Teacher	MHSA	06/13/2017
Retire	16.6	5	Deborah Martin	Teacher	Congress	06/16/2017
Personal	1.9	5	Jenna McGlin	Teacher	Gaenslen	06/13/2017
Personal	2.9	5	Matthew Mizrahi	Teacher	King MS	06/15/2017
Other Work	8.10	5	Cori Moran	Teacher	Madison	06/30/2017
Other Work	7.9	6	Jason Morgan	Teacher	Wedgewood	06/13/2017
Personal	1.3	5	Debra Mortwedt	Nurse	Carson	06/14/2017
Personal	7.9	3	Dew Moua	Social Wrk	Fairview	06/14/2017
Other Work	21.9	2	Lena Patton	Principal	Clarke	07/01/2017
Personal	1.9	5	Riley Parish	Teacher	Carson	06/14/2017
Other Work	7.9	5	Darwin Peters	Teacher	Riverside	06/15/2017
Personal	25.4	5	Debra Petroviak	Teacher	Lincoln	06/15/2017
Personal	19.9	2	Trila Pitchford	Principal	Kluge	06/30/2017
Personal	5.4	5	Bridget Phelps	Teacher	Starms	06/16/2017
Other Work	2.9	5	Jennifer Quall	Psychologist	Bethune	06/14/2017
Personal	2.10	5	Kelly Quinnell	Teacher	Siefert	06/13/2017
Personal	1.9	3	Naomi Raidy	Teacher	South	06/15/2017
Other Work	2.9	2	Amy Ramirez	Teacher	South	06/13/2017
Personal	10.9	2	Laura Ramirez	Inst. Spec	Central	07/28/2017
Personal	3.4	2	Jody Reaves	Teacher	Washington	06/16/2017
Personal	1.4	5	Phil Riemer	Teacher	Starms	06/13/2017
Other Work	2.9	1	Danilo Rivas	Teacher	Greenfield	06/13/2017
Personal	1.4	5	Tracy Rolkosky	Teacher	Community	06/17/2017
Personal	9.9	5	Renee Rott	Teacher	Hamilton	06/13/2017
Personal	18.9	5	Corrine Scaglione	Social Wrk	Browning	06/15/2017
Other Work	1.9	1	Marcel Ivan Sanchez	Teacher	Longfellow	06/31/2017
Other Work	13.9	5	Mikaely Schmitz	Teacher	Central	06/16/2017
Personal	3.7	5	Paige Schultz	Teacher	Carver	06/13/2017
Other Work	0.9	5	Britney Skiba	Teacher	Craig	06/13/2017
Personal	0.9	5	Leslie Sivek	Teacher	Franklin	06/13/2017
Personal	2.9	5	Rebecca Skupien	Psych	Browning	06/14/2017
Personal	6.9	5	Dana Smith	Teacher	Forest Home	06/13/2017
Personal	2.8	2	Victoria Smith	Teacher	Eighty-First	06/13/2017
Personal	0.7	6	Ida Sobotik	Teacher	Carson	06/13/2017
Personal	17.9	1	Alicia Socha	Teacher	WCLL	06/16/2017
Personal	1.9	2	Devin Stanford	Teacher	Clarke	06/13/2017
Other Work	11.9	5	Marguerite Strasser	Teacher	Allen-Field	06/23/2017
Personal	1.6	5	Amanda Suckow	Teacher	MSL	06/15/2017
Personal	0.4	5	Rebecca Tantaros	Teacher	Barton	06/13/2017
Personal	4.4	5	Angela Traut	Teacher	Starms	06/16/2017

Reason	Years Svc	Ethni Code	Name	Position	Location	Date
Personal	2.9	5	Andrea Tresp	Psych	Trowbridge	06/14/2017
Personal	4.9	5	Emily Tupek	Teacher	Golda Meir	06/13/2017
Personal	1.9	4	Beatriz Varela Palmeiro	Teacher	Golda Meir	06/14/2017
Personal	2.9	2	Ashley Valentine	Teacher	River Trail	06/13/2017
Other Work	2.9	5	Amber Vervacke	Teacher	Lincoln	06/13/2017
Personal	4.8	6	Katherine Waite Feldman	Teacher	Clarke	06/14/2017
Personal	8.9	5	Kathleen Wakefield	Teacher	Marshall	06/13/2017
Personal	7.9	2	Mary Walker	Teacher	Jackson	06/22/2017
Personal	13.9	5	Stephanie Wild	Teacher	Burbank	06/13/2017
Personal	8.6	5	Katie Wirth	Teacher	Clarke	06/13/2017
Personal	14.9	5	Tammy Wolfe	Teacher	Browning	06/14/2017
Personal	1.5	5	Jeffrey Woosley	Teacher	Franklin	06/13/2017
Other Work	3.9	5	Kira Wuellner	Teacher	Carver	06/13/2017
Personal	1.9	5	Zachary Turner	Teacher	Burbank	06/13/2017

Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Date
Retire	25.6	2	Betty Baker	General Ed	Thurston	06/14/2017
Retire	25.3	2	Clara Cook	CHA	Elm	06/14/2017
Retire	19.3	5	Gail Davis	Secretary I	Garland	06/16/2017
Retire	14.3	2	Faye Gathings	Para	Browning	06/16/2017
Retire	29.8	4	Richard Huerta	Boiler Att	Wedgewood	06/29/2017
Retire	22.6	5	Janet Kerner	Para	Stuart	06/14/2017
Retire	25.0	5	Kathi Landowski	Nursing Assc.	Central	06/1482017
Retire	31.1	2	Althea Matlock	Kitchen Mgr	Grantosa	06/15/2017
Retire	18.9	2	Dorothy Maxwell	Engineer I	Browning	06/10/2017
Retire	28.1	2	Ouida Mckay	Secretary I	Clemens	06/16/2017
Retire	30.1	2	Sandra Merriweather	Secretary I	Groppi	06/10/2017
Retire	20.0	5	Darlene Nehlsen	Food Service	Rogers	06/10/2017
Retire	19.8	4	Cesar Olaiz	Safety	SS&A	06/14/2017
Retire	39.1	2	Franklin Owens	Para	Hamilton	05/27/2017
Retire	30.0	2	Gregory Rivers	Service. Coor.	FMS	06/22/2017
Retire	26.6	4	Daniel Rojas	Para	South	06/14/2017
Retire	21.6	4	Romelia Santiago	Para	Fernwood	06/10/2017
Retire	10.4	5	Clotill Turley	CHA	Fernwood	06/14/2017
Retire	30.6	2	Cheri Lynn Turnage	Para	Central	06/10/2017
Retire	23.5	4	Carmen Vega	Para	Allen-Field	06/14/2017
Retire	23.1	2	Rogusta Ward	BSH I	Hartford	06/10/2017

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2017		
Ieyduh Ali	Audubon MS	08/21/2017
Jilllian Wonio	Trowbridge	08/28/2017
Lydia Jasti	King E.S.	08/28/2017
Laura Janiszewski	Congress	08/07/2017
Cesar Paredes	M.S.I.S.	08/28/2017
Personal Leave Extension, August 2017		
Jessica Nettekoven	Currently on leave	08/28/2017
Lisa Gilson	Currently on leave	08/28/2017
Melissa Ann Wescott	Currently on leave	08/28/2017
Telashay Swope-Farr	Currently on leave	08/28/2017
Katie Holliday	Currently on leave	08/07/2017
Katie Ross-Houston	Currently on leave	08/28/2017
Megan Wirkus	Currently on leave	08/28/2017

	Present Assignment	Effective From
Stephanie Remfrey	Currently on leave	08/28/2017
Jeri Talbot	Currently on leave	08/01/2017
Joseph Dorau	Currently on leave	08/28/2017
Elaine Everding	Currently on leave	08/28/2017
Illness Leave, May 2017		
Elaine Fernando	I.D.E.A.L	05/22/2017
Adrian Wade	Audubon M.S.	05/22/2017
Illness Leave Extension, May 2017		
Diana Gastrow	Currently on leave	05/20/2017
Nicole Caven	Currently on leave	05/22/2017
Carmen Fischer	Currently on leave	05/23/2017
Illness Leave, June 2017		
Nora McElwee	Maple Tree	06/02/2017
Jennifer Cox	MHSA	06/01/2017
Illness Leave Extension, August 2017		
Antoinette Jones	Cass Street	08/28/2017
Anne Levendusky	Currently on leave	08/28/2017

Certificated Appointments

	Name and Position	Division	Salary	Effective Date
Certificated Appointments: School Social Worker				
5,nr	Cetnarowski, Cheri Day-to-Day Teacher	C	$62,508.00	8/7/2017
5,r	Fons, Elizabeth Foreign Language	B	$45,000.00	8/7/2017
5,r	Graceffa, Natalie IDEA — Speech Pathology	B	$44,311.00	8/7/2017
5,r	Petr, Laura IDEA — Speech Pathology	C	$44,311.00	8/7/2017
5,r	Quirk, Justin Day-to-Day Teacher	B	$53,840.00	8/7/2017
5,r	Sarandos, Travis Day-to-Day Teacher	B	$41,311.00	8/7/2017
5,r	Smith, Brianna IDEA — Speech Pathology	C	$44,311.00	8/8/2017
2,r	White, Jacqulene Multi-categorical Comp Sen	C	$45,314.00	8/7/2017
5,r	Wichert, Nathan General Operations	C	$44,311.00	8/7/2017
Certificated Appointments: School Social Worker				
2,r	Prophet, Sterling Social Work	2A	$52,093.00	8/16/2017
Certificated Appointments: School Psychologist				
5,r	Hackett, Caitlin CS — Psychological Services	51C	$53,503.00	7/27/2017
5,r	Raczynski, Rachel CS — Psychological Services	51C	$53,503.00	7/27/2017

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American..... 21
(3) Asian/Oriental/Pacific Islander 0

(4) Hispanic 0
(5) White..... 10
(6) Other 0
(7) Two or More Ethnic Codes 0
Males..... 4
Females 8

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for June 2017 has been provided under separate cover. This is an informational report, and no action is required.

Director Miller moved to approve the administrations's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 3) Action on Appointments and Reassignments of Principals and Assistant Principals and Action on Recommended Administrative Appointments, Promotions, 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.

Ethnic Code	Name	Position	Salary
(3)(r)	Himanshu Parikh	Chief Human Resources Officer Office of the Chief of Human Resources	Schedule 03, Range 18A $145,617.40
(4)(r)	Juan Baez	Director I, Black and Latino Male Achievement Office of the Superintendent	Schedule 03, Range 14A $121,373
(2)(nr)	Vicki Brown Gurley	Manager II, Building Operations Office of the Chief of School Administration	Schedule 03, Range 12A $112,382
(2)(r)	Shunda Davis	Principal II — Elementary Clarke Street School Office of the Chief of School Administration	Schedule 03, Range 13T $105,922
(5)(r)	Sarah Scifo	Principal II — Elementary Traditional Ninety-fifth Street School Office of the Chief of Administration	Schedule 03, Range 13T $94,215
(2)(r)	Zerda Palmer	Principal II — Elementary Traditional Andrew Douglas Elementary School Office of the Chief of School Administration	Schedule 03, Range 13T $94,215
(5)(r)	Theresa Morateck	Manager II , Building Operations Office of the Chief of School Administration	Schedule 03, Range 12A $93,449
(2)(r)	LaNelle Ramey	Director I, Black and Latino Male Achievement Office of the Superintendent	Schedule 03, Range 14A
(2)(r)	Paul Moga	Coordinator III, Black and Latino Male Achievement Office of the Superintendent	Schedule 03, Range 08 $92,819
(2)(nr)	Richard Spates	Principal I — Elementary Green Bay Avenue School Office of the Chief of School Administration	Schedule 03, Range 12T $89,823
(2)(r)	Natalie Anderson	Coordinator II, Academic & Career Readiness Office of the Chief of Academics	Schedule 03, Range 07A $88,499

Ethnic Code	Name	Position	Salary
(2)(r)	Karolyn Taylor	Coordinator II, Scholarships Office of the Chief of Academics	Schedule 03, Range 07A $88,499
(2)(nr)	Derek Knox	Specialist II-Information Systems Department of Technology Office of the Chief of Innovation & Information	Schedule 03, Range 09A $86,557
(2)(r)	Katara Woods	Assistant Principal Washington High School of Information Technology Office of the Chief of School Administration	Schedule 03, Range 12C $81,514
(2)(nr)	Junius Yates	Dean of Students Lincoln Center of the Arts Middle School Office of the Chief of School Administration	Schedule 03, Range 06C $72,567
(5)(nr)	Sharon Preuss	Supervisor I, Special Education Office of the Chief of School Administration	Schedule 03, Range 09C $67,000
(5)(r)	Sara Wroblewski	Dean of Students Wedgewood Park International School Office of the Chief of School Administration	Schedule 03, Range 06C $65,983
(5)(nr)	Wanda Smith	Associate II, Technology Logistics Office of the Chief of Innovation & Information	Schedule 03, Range 04A $65,520
(2)(r)	April Boyd	Executive Assistant to the Superintendent Office of the Superintendent	Schedule 03, Range 04A $65,000
(2)(nr)	Melissa Moutry	Recreation District Coordinator II Department of Recreation and Community Services Office of the Chief of Operations	Schedule 03, Range 07A $61,001
(4)(r)	David Castillo	Planning Assistant III Office of the Superintendent	Schedule 03, Range 02A $59,955
(2)(r)	Trinea Williams	Supervisor I, Special Education Office of the Chief of School Administration	Schedule 03, Range 09C $57,685
(1)(r)	Lora Meyers	Dean of Students Roosevelt Middle School Office of the Chief of School Administration	Schedule 03, Range 06C $57,158
(5)(r)	Chad Gordon	Associate III — ELO Office of the Chief of Academics	Schedule 03, Range 05A $55,000
(5)(nr)	Devin Lazo	Planning Assistant III, J-Term Office of the Chief of Academics	Schedule 03, Range 02A $55,000
(5)(nr)	Kirk Kushava	Analyst I, Pension Benefits, Pensions & Compensation	Schedule 03, Range 05A $54,000
(2)(r)	Lloyd Willson	Planning Assistant, College Access Center Office of the Chief of Academics	Schedule 03, Range 02A $52,000
(2)(r)	Andre Starks	Associate II, Mailroom Logistics Office of the Chief of Operations	Schedule 03, Range 04A $51,000
(2)(nr)	Junior Gentry	Dean of Students King International Middle Years Office of the Chief of School Administration	Schedule 03, Range 06C $50,036
(2)(r)	Stanley Shelton	Dean of Students Morse for the Gifted and Talented Office of the Chief of School Administration	Schedule 03, Range 06C $50,036
(5)(nr)	Frances Thomas	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A $47,969
(2)(r)	Ashley Veasley	Planning Assistant III, Transformation Office of the Chief of Innovation and Information	Schedule 03, Range 02A $47,000
(5)(r)	Heather Aschoff	Planning Assistant III Office of the Chief of Academics	Schedule 03, Range 02A $46,755
(5)(r)	Zachary Burger	Planning Assistant, College Access Center Office of the Chief of Academics	Schedule 03, Range 02A $42,814
(2)(r)	Kimberly Easley	Planning Assistant, College Access Center Office of the Chief of Academics	Schedule 03, Range 02A $42,814

Ethnic Code	Name	Position	Salary
(5)(nr)	Amanda MacDonald	Planning Assistant, College Access Center Office of the Chief of Academics	Schedule 03, Range 02A $42,814
(2)(r)	Cynthia Walker	Planning Assistant, College Access Center Office of the Chief of Academics	Schedule 03, Range 02A $42,814

Recommended Reassignments

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

Ethnic Code	Name	Position	Salary
(2)(r)	Barry Applewhite	Principal I — Small HS Marshall High School Office of the Chief of School Administration	$123,548
(2)(r)	Christlyn Stanley	Principal II — Elementary Traditional Keefe Avenue School Office of the Chief of School Administration	$111,433
(5)(r)	Frank Lammers	Principal I German Immersion School Office of the Chief of School Administration	$110,897
(2)(r)	Larry Farris	Principal I — Small HS Milwaukee High School of the Arts Office of the Chief of School Administration	$110,000
(5)(r)	Joel Eul	Principal I Ralph Waldo Emerson School Office of the Chief of School Administration	$101,221
(2)(r)	Steve Howell	Assistant Principal Milwaukee Marshall High School Office of the Chief of School Administration	$96,514
(2)(r)	Vickie Hall	Assistant Principal Cass Street School Office of the Chief of School Administration	$88,203
(5)(r)	Deborah Bruno	Assistant Principal Golda Meir School Office of the Chief of School Administration	$86,967
(2)(r)	Cynthia Wilson	Assistant Principal Story School (0.5) Thurston Wood Campus (0.5) Office of the Chief of School Administration	$84,853
(5)(r)	Holly Jackelen	Assistant Principal Audubon Technology and Communication Center High School Office of the Chief of School Administration	$82,565
(2)(r)	Tecy Yarn	Assistant Principal Forest Home Avenue School Office of the Chief of School Administration	$82,556
(5)(r)	Andrew Reiser	Assistant Principal Milwaukee Parkside School for the Arts Office of the Chief of School Administration	$81,931
(5)(r)	Joe Ricciardi	Assistant Principal III Hamilton High School Office of the Chief of School Administration	$81,514
(2)(r)	Yolanda Tooks	Assistant Principal Daniel Webster Secondary School Office of the Chief of School Administration	$81,104
(5)(r)	Dennis Daniels	Assistant Principal Grantosa Drive School Office of the Chief of School Administration	$79,868

Ethnic Code	Name	Position	Salary
(5)(r)	Colleen Balistreri	Assistant Principal II Lincoln Center of the Arts Middle School Office of the Chief of School Administration	$78,100
(5)(r)	Derick Jenkins	Assistant Principal Dr. Martin Luther King, Jr., School Office of the Chief of School Administration	$77,745
(2)(r)	Trinette Green	Assistant Principal I Elementary Traditional Andrew S. Douglas Office of the Chief of School Administration	$75,096

Recommended LTE Contracts

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days; pursuant to Administrative Policy 6.23(4) (b):

Ethnic Code	Name	Position	Salary and Term
(2)(r)	Miriam A. Smith	Customer Service Trainer Office of the Chief of Staff	$50.00 7/1/17-1/1/18
(5)(r)	Margaret Barrett	Grant Project Director Partnership Grant Office of the Chief of Academics	$40.00 3/3/17-9/3/17
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-12/31/17
(2)(nr)	Karen Bradley	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(2)(nr)	April Knox	Strategic Planning & Coaching Office of the Chief of Innovation and Information	$40.00 6/19/17-2/19/17
(5)(r)	Nancy McLure	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(r)	Virginia McFadden	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(r)	Debra A. Ortiz	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(r)	Marybeth Sandvig	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(5)(nr)	Ashley Skog	Professional Training — Computer Instructor Office of the Chief of Staff	$40.00 7/1/17-10/31/17
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach Office of the Chief of Innovation & Information	$40.00 7/15/17-1/15/18
(2)(r)	Bettye Washington	Principal Assessment Center Assessor Office of the Chief of School Administration	$40.00 7/1/17-12/31/17
(2)(r)	A. Andrew McDonald	Three-Way Match Project Office of the Chief of Operations	$35.00 7/1/17-9/30/17
(5)(r)	Therese Sommer	Special Projects Assigned by the Superintendent Office of the Superintendent	$33.00 6/30/17-12/30/17
(6)(r)	Adam Carr	Radio Club Advisor Office of the Chief of School Administration	$30.00 8/14/17-12/22/17
(5)(nr)	Amanda Draheim	Piano Accompanist — Reagan IB High School Office of the Chief of School Administration	$30.00 8/14/17-12/22/17
(5)(nr)	Gretchen Leanna	String Orchestra Specialist — Reagan IB High School Office of the Chief of School Administration	$30.00 8/14/17-12/22/17
(5)(r)	Julia Nokovic	CATP Fill-in Teacher Office of the Chief of Academics	$30.00 8/7/1711/10/17
(2)(r)	Kaylin Jones	Alumni relations/SSAC/Youth Mobilization Office of the Chief of Staff	$23.00 7/3/17-12/31/17
(5)(nr)	Megan Burk	Family & Community Engagement — Adopt-a-School Office of the Chief of Staff	$21.00 7/1/17-1/31/18

Ethnic Code	Name	Position	Salary and Term
(1)(nr)	Danigsha Alicea	Special Projects for World IB	$20.00
		Office of the Chief of Academics	7/1/17-12/31/17
(5)(r)	Nancy McGrew	Classroom Assistant	$13.00
		Office of the Chief of Academics	7/1/17-12/31/17

Codes

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

Director Bonds moved to retire to executive session.

The motion prevailed, the vote being as follows:

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

The Board retired to exectuive session at 7:53 p.m.

The Board reconvened in open session at 8:38 p.m.

Director Voss moved to separate the question.

The motion prevailed, the vote being as follows:

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

Director Bonds moved to

1. authorize the promotions and appointments as listed above; and
2. authorize the reassignments as listed.

The motion prevailed, the vote being as follows:

Ayes — Báez, Bonds, Falk, Harris, Miller, Voss, Sain — 7.
Noes — Woodwoard — 1
Recused — Phillips — 1

Director Bonds then moved to approve the LTE contracts exceeding sixty days, pursuant to Adminsitrative Policy 6.23(4)(b).

The motion prevailed, the vote being as follows:

Ayes — Báez, Bonds, Falk, Miller, Phillips, Woodward, Sain — 7.
Noes — 0
Recused — Harris, Voss — 2

* * * * *

(Item 4) Action on a Resolution to Adopt an Amendment to the Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers

Background

On January 9, 2017, the Internal Revenue Service (IRS) issued an updated Determination Letter for the Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers (the Teachers Plan). The Office of the City Attorney coordinated this filing with assistance from Ice Miller LLP, a national firm with expertise in public pension law, in concert with the Administration.

As a condition to the issuance of the Determination Letter, the IRS requires that the Plan adopt an amendment to remain current with Internal Revenue Code requirements for qualified plans. The updated provisions will specifically address Internal Revenue Code Section 401(a)(9) for Required Minimum Distributions.

A favorable determination letter confirms the Plan's continuing status as a qualified plan entitled to favorable tax treatment under section 401(a) of the Internal Revenue Code.

The Administration seeks adoption of a resolution authorizing amendments to the Teachers Plan to include updated plan language consistent with requirements for a qualified plan under section 401(a) of the Internal Revenue Code.

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, The Administration will amend the Teachers Plan document to include the updated language as authorized.

Recommendation

The Administration recommends that the Board adopt the following resolution approving amendments to the Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers effective February 26, 2015:

WHEREAS, the Internal Revenue Service has provided guidance as to amendments to the Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers (the Teachers Plan) that will facilitate a favorable conclusion of the determination letter request process; now, therefore, be it

RESOLVED, By the Milwaukee Board of School Directors' that the Teachers Plan be amended effective February 26, 2015:

Section 6.4(a), regarding compliance with Code Section 401(a)(9) for Required Minimum Distributions, shall be amended to be and read as follows:

"(a) Distribution of a Participant's benefit must begin by the required beginning date, which is the later of the April 1 following the calendar year in which the Participant attains age 70-1/2 or April 1 of the year following the calendar year in which the Participant retires."

FURTHER RESOLVED, That the Superintendent and/or designees are hereby authorized and directed to implement these amendments to the Teachers Plan document and to incorporate them in a restated Plan document.

Director Miller moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes — Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Sain — 8.
Noes — None.
Temporarily absent — Woodward — 1.

* * * * *

(Item 5) Action on a Request to Approve the Adjustment to the Building Committees Language in the Previously Approved Employee Handbook

Background

At the Board's meeting on June 29, 2017, the Administration was asked to meet and confer with the appropriate union representatives to discuss the Building Committees language in the Employee Handbook. The Administration did meet and confer with the MTEA and has provided the mutually agreed-upon language for the building committees under separate cover, to be included in the Employee Handbook approved on June 29, 2017.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will proceed with implementation, which includes,

1. updating the Employee Handbook on the MPS website;
2. providing information about the revised Employee Handbook in the Thursday Updates;
3. working with the Department of Communications and Outreach to communicate this update to all staff through various resources;
4. assisting district administration on understanding the revisions, so they can answer the questions of their staff; and
5. bringing forward changes to district policies or procedures as a result of this Employee Handbook's adoption to the Board at subsequent board meetings.

Recommendation

The Administration recommends that the Board approve the change to the previously approved Employee Handbook as provided under separate cover.

Director Voss moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B 5724 Authorization to Extend a Blanket Agreement with Prairie Farms Dairy, Inc., for Milk

The Administration is requesting authorization to extend its blanket agreement with Prairie Farms Dairy, Inc., to provide milk to all school cafeterias for the School Nutrition Program.

This vendor was chosen pursuant to RFB 5724. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. Prairie Farms Dairy, Inc., has met the performance metrics codified in the blanket agreement; therefore, MPS is exercising the second, and final, option year for the blanket agreement.

This extension will run from September 1, 2017, through August 31, 2018. The total cost of the blanket agreement in this extension year will not exceed $2,600,000.

Budget Code: LNC-0-0-LNH-XX-EFOD (School Nutrition Services — Food).....$2,600,000
(location code varies)

Prime Contractor Information
Prairie Farms Dairy, Inc.

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

B 5723 Authorization to Extend a Blanket Agreement with Alpha Baking Co., Inc., for Bakery Products

The Administration is requesting authorization to extend its blanket agreement with Alpha Baking Co., Inc., to provide bakery products to all school cafeterias for the School Nutrition Program.

This vendor was chosen pursuant to RFB 5723. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. Alpha Baking Co., Inc., has met the performance metrics codified in the blanket agreement; therefore, MPS is exercising the second, and final, option year for the blanket agreement.

This extension will run from August 31, 2017, through August 30, 2018. The total cost of the blanket agreement in this extension year will not exceed $500,000.

Budget Code: LNC-0-0-LNH-XX-EFOD (School Nutrition Services — Food).....$500,000
(location code varies)

Prime Contractor Information
Alpha Baking Co., Inc.

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

B 5720 Authorization to Increase Funds for Three Blanket Agreements for Janitorial Supplies

The Administration is requesting authorization to increase funds on its three blanket agreements — with Nassco, Inc., San-A-Care, Inc., and Kranz, Inc. — for janitorial supplies.

These vendors were chosen pursuant to RFB 5720, and blanket agreements were authorized by the Board in June 2015. Each blanket agreement is for a term from July 1, 2015, through June 30, 2018. Procurement has reviewed spend-to-date on each agreement and has forecasted that the amounts originally authorized will not cover the total estimated spend.

The Administration requests the following increases in the respective contracts:

Nassco, Inc. $620,000
San-A-Care, Inc. $430,630
Kranz, Inc. $490,000

Budget Code: BLD-X-A-BDX-XX-EDUP (Building Supplies) $1,540,630
(will vary by location purchasing goods)

Prime Contractor Information
Nassco Inc. and San-A-Care, Inc.

HUB Participation
Required 5%
Proposed 5%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student-employment Commitment 400
Student Career-awareness Commitment 20

Prime Contractor Information
Kranz, Inc.

HUB Participation
Required 5%
Proposed 5%
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student-employment Commitment 400
Student Career-awareness Commitment 20

Change Orders

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

Contract: C016497 Airoldi Brothers Inc. f/k/a SIVA Truck Leasing, LLC

As a result of RFP 747, the Board approved a contract with SIVA Truck Leasing, LLC, for a 60-month lease period to provide refrigerated trucks to School Nutrition Services. The Administration has issued a new RFP and is requesting authorization of a resulting contract this month; however, in order to continue services before a new contract award had been made, additional funds were added in the amount of $60,000.

Original Contract Amount	$ 483,842
Increase	$ 60,000
Adjusted Contract Amount	$ 543,842

Contract: C025452 Boys and Girls Club of Greater Milwaukee, Inc.

In July 2016, the Board approved a contract with the Boys & Girls Clubs of Greater of Greater Milwaukee, Inc., to provide a Community Learning Center (CLC) at James Madison Academic Campus. Funds were

added to the contract in the amount of $31,000 to provide additional programming and services to the students attending this CLC.

Original Contract Amount	$ 75,000
Increase	$ 31,000
Adjusted Contract Amount	$ 106,000

Contract: C021120 Lakeside Buses of Wisconsin, Inc.

In April 2014, as a result of RFP 844, the Board approved a contract with Lakeside Buses of Wisconsin, Inc., for regular school-day busing services. Subsequent extensions were authorized; the Second Extension being authorized in the amount of $10,550,000. Due to the increase in rout- transportation needs throughout this school year, the contract was increased by $1,582,500 and reported to the Board in June. As this school year came to a close, the Office of Finance reviewed this contract and determined that an additional $548,892.27 was necessary to reconcile outstanding payments.

Original Contract Amount (FY17)	$ 10,550,000
June Increase	$ 1,582,500
Increase	$ 548,892.27
Adjusted Contract Amount	$ 12,681,392.27

Contract: C025203 Durham School Services, LP

In April 2014, as a result of RFB 5744, the Board approved a contract with Durham School Services for transportation services for trips associated with athletics, academics competitions, and after school activities. Due to the increase in route-transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to utilize services under this contract, additional funds were added in the amount of $44,500.

Original Contract Amount (FY17)	$ 150,000
Increase	$ 44,500
Adjusted Contract Amount	$ 194,500

Contract: C021121 Lamers Bus Lines, Inc.

In April 2014, as a result of RFP 844, the Board approved a contract with Lamers Bus Lines, Inc., for regular school-day bussing services. Subsequent extensions were authorized; the Second Extension was authorized in the amount of $5,270,000. Due to the increase in route transportation needs throughout this school year, the contract has now met that compensation amount. In order to continue to utilize services under this contract, additional funds were added in the amount of $569,000.

Original Contract Amount (FY17)	$ 5,270,000
Increase	$ 569,000
Adjusted Contract Amount	$ 5,839,000

Contract: C022123 Wisconsin Wireless Communications Corporation d/b/a Enterprise Systems Group

As a result of RFP 841, the Board approved a contract with Wisconsin Wireless Communications Corporation d/b/a Enterprise Systems Group for maintenance of the MPS-owned network of the Private Branch Exchange. The Administration has issued a new RFP and a new contract was approved in June of 2017. However, in order to reconcile the remaining work from the expiring contract, additional funds were added in the amount of $37,000. Funds had also been added previously to the contract (in accordance with 3.09(10)(a)2) in the amount of $22,500.

Original Contract Amount	$ 350,000
Increase	$ 59,500
Adjusted Contract Amount	$ 409,500

Routine Monthly Reports

The Report on Revenues and Expenses; the Monthly Expenditure Control Report; the Report on Administrative and School Fund Transfers; the Report on Contracts Under $50,000 and Cumulative Total

Report; and the Report on Monthly Grant Awards have been forwarded to the Board under separate cover. This are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Auer Avenue School	Northwestern Mutual	$5,000.00	Teacher Appreciation Gift
Clarke Street School	Northwestern Mutual	$5,000.00	Teacher Appreciation Gift
Clement Avenue School	Lowe's	$5,000.00	Technology Upgrade
Ralph Metcalfe School	Northwestern Mutual	$5,000.00	Teacher Appreciation Gift
Carver Academy	Northwestern Mutual	$5,000.00	Teacher Appreciation Gift
Gwen T. Jackson School	Northwestern Mutual	$5,000.00	Teacher Appreciation Gift
Total Monetary Donations Over $5,000		*$30,000.00*	
Monetary Donations			
Curriculum & Instruction	UWM Foundation	$125.00	STEM Fair Donation
Green Bay Avenue School	Leaddog Marketing Group	$910.00	Kohl's Cares Field Trip Grant
Green Bay Avenue School	Leaddog Marketing Group	$925.00	Kohl's Cares Field Trip Grant
Green Bay Avenue School	Leaddog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
MacDowell Montessori	*MacDowell Montessori PTO	$800.00	MacDowell PTO Swim Donation
Gwen T. Jackson School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Eighty-First Street School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Alliance High School	Heather R. Sattler*	$1,355.80	Harvard Trip
Auer Avenue School	Leaddog Marketing Group	$1,350.00	Kohl's Cares Field Trip Grant
Auer Avenue School	United Way	$100.00	My Very Own Library
Barton School	Box Tops for Education	$297.00	Box Tops for Education
Franklin School	Leaddog Marketing Group	$997.00	Kohl's Cares Field Trip Grant
Franklin School	Matthew R. Robbins	$300.00	School Education Support
Burbank School	Leaddog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Brown Street School	Rotary Club of Milwaukee	$500.00	Safety Carnival Donation
Brown Street School	Rotary Club of Milwaukee	$2,000.00	Most Improved Reader Donation
Brown Street School	United Way	$100.00	My Very Own Library
Brown Street School	Holly Christina Stahl Foundation, Inc.	$500.00	Fifth Grade Donation
Bay View High School	Lowe's	$4,915.00	Remodeling Donation
Bryant School	The Kula Foundation*	$5.27	General School Supplies
Milw Academy Of Chinese Lang	Leaddog Marketing Group	$2,995.00	Kohl's Cares Field Trip Grant
Clarke Street School	George F. Roth	$250.00	Contribution for Student Awards
Clarke Street School	Arts@Large	$225.00	Mitchell Park Domes Field Trip
Clarke Street School	Daniel Gentges	$250.00	Student Awards Programs
Clement Avenue School	University of Wisconsin- Madison	$478.00	Engineering Expo Madison Bus
Curtin School	Leaddog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Doerfler School	Leaddog Marketing Group	$990.00	Kohl's Cares Field Trip Grant
Doerfler School	Lowe's	$2,000.00	Wild Reading Garden Project
Doerfler School	United Way	$100.00	My Very Own Library
Elm Creative Arts School	Leaddog Marketing Group	$335.00	Kohl's Cares Field Trip Grant
Elm Creative Arts School	Leaddog Marketing Group	$840.00	Kohl's Cares Field Trip Grant
Emerson School	Box Tops for Education	$228.10	Box Tops for Education

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Mangos Cafe East, Inc.	$100.00	Donation to Purchase Student Medals
Forest Home Avenue School	Gladys Sandino	$30.00	Donation to Purchase Student Medals
French Immersion School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
French Immersion School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
French Immersion School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
French Immersion School	French Embassy in the United States	$2,000.00	French Resources Grant
French Immersion School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
French Immersion School	The Academy of Basic Education	$308.52	Donation for Student Support
Fratney Street School	La Escuela Fratney PTA	$500.00	School Education Needs
Fratney Street School	La Escuela Fratney PTA	$4,735.00	School Education Support
Fratney Street School	La Escuela Fratney PTA	$1,000.00	School Education Support
Fairview School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Fernwood School	Box Tops for Education	$2.00	Box Tops for Education
Fernwood School	Leaddog Marketing Group	$623.00	Kohl's Cares Field Trip Grant
German Immersion School	MGIS PTA	$108.96	Field Trip Room 31
German Immersion School	Your Cause, LLC*	$120.00	Abbvie Employee Monthly Donation Program
German Immersion School	MGIS PTA	$200.00	Gift for Music Field Trip
German Immersion School	MGIS PTA	$725.00	Old World Wisconsin Field Trip
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
Meir School	Leaddog Marketing Group	$4,000.00	Kohl's Cares Field Trip Grant
Goodrich School	Leaddog Marketing Group	$3,413.50	Kohl's Cares Field Trip Grant
Grantosa Drive School	Leaddog Marketing Group	$3,879.90	Kohl's Cares Field Trip Grant
Grantosa Drive School	Herb Kohl Philanthropies	$300.00	No-Bully Programs
Hamilton High School	Mr. Dennis Gerrits	$85.00	Wrestling Equipment
Hamilton High School	W.W. Grainger, Inc.	$2,500.00	STEM Activities
Hartford University School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hartford University School	Leaddog Marketing Group	$790.00	Kohl's Cares Field Trip Grant
Hartford University School	Leaddog Marketing Group	$970.00	Kohl's Cares Field Trip Grant
Hartford University School	Leaddog Marketing Group	$900.00	Kohl's Cares Field Trip Grant
Hartford University School	WestEd Making Sense of Science	$400.00	Science Instructional Materials
Hi-Mount School	Leaddog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
Hi-Mount School	Leaddog Marketing Group	$400.00	Kohl's Cares Field Trip Grant
Hi-Mount School	Leaddog Marketing Group	$500.00	Kohl's Cares Field Trip Grant
Hi-Mount School	Leaddog Marketing Group	$970.00	Kohl's Cares Field Trip Grant
Hopkins Street School	United Way	$100.00	My Very Own Library
Hawley School	Leaddog Marketing Group	$2,900.00	Kohl's Cares Field Trip Grant
Hawley School	Regents of the University of Minnesota	$450.00	Outdoor Education
Humboldt Park School	Paul Michael	$473.00	Donation for Science
Humboldt Park School	Vivian Roe	$15.00	K4 Room 6
Hayes Bilingual School	UW-Oshkosh	$942.90	Family Project 2016-17

Location	Donor	Amount	Gift or Purpose
Hawthorne School	Leaddog Marketing Group	$952.00	Kohl's Cares Field Trip Grant
Hawthorne School	Box Tops for Education	$20.40	Box Tops for Education
Rogers Street Academy	Leaddog Marketing Group	$2,940.00	Kohl's Cares Field Trip Grant
Kagel School	United Way	$100.00	My Very Own Library
Kluge School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Kluge School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Kluge School	United Way	$100.00	My Very Own Library
King Elem School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Lincoln Avenue School	The Meemic Foundation	$300.00	Green & Healthy School Stipend
Lowell School	M&M Ventures, LLC	$437.00	Sub Night Donation
Maryland Avenue School	The University of WI-Madison	$401.54	School Native Plant Garden
Milw High Sch of Arts	Zoological Society	$1,000.00	Jazz Department
Milw High Sch of Arts	Tyrone Dumas	$187.61	Room 227 Field Trips
Milw High Sch of Arts	UWM Foundation	$300.00	Donation For Performance
Milw High Sch of Arts	Anonymous Donor	$291.75	Cash Collection Donation
Milw. Sch. of Languages	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	Leaddog Marketing Group	$930.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	Northwestern Mutual	$1,234.18	Time to Read Program Funding
Marshall High School	Dotopia Paula Kappelmamm*	$50.00	Employee Donation Program
Bradley Trade & Tech	Pieper Power	$352.86	Bus for Madison Field Trip
Bradley Trade & Tech	DonateWell	$1,758.00	Innovative Classroom Grant
Bradley Trade & Tech	Lori J. Ramirez	$250.00	William Bivens Scholarship
Bradley Trade & Tech	DonateWell	$950.00	Innovative Classroom Grant
Neeskara School	Leaddog Marketing Group	$999.00	Kohl's Cares Field Trip Grant
Neeskara School	Neeskara PTA	$236.00	Field Trip Assistance From PTA
Neeskara School	Leaddog Marketing Group	$999.39	Kohl's Cares Field Trip Grant
North Division High School	Cynthia R. Eastern	$50.00	Senior Class Trip
North Division High School	Cynthia R. Eastern	$25.00	Prom Support
North Division High School	Alpha Kappa Alpha Sorority Inc.	$500.00	Drumline Uniforms
North Division High School	NDHS Alumni Association	$2,240.00	Meals for College Tour
Carver Academy	East Side Business Improvement Dist. 20	$4,476.72	Arte Para Todos 2016
Pulaski High School	Walmart	$1,500.00	Pulaski Auto Program
Parkview School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Riley School	Mark Riesen	$145.00	School Education Support
Community Recreation	MPS Foundation, Inc.	$300.00	Run Back to School Donation
Community Recreation	Timothy Brever	$200.00	Midnight League
Community Recreation	Grand Canyon University	$750.00	Run Back to School Donation
Community Recreation	Curlee Brown	$101.00	Youth Program Fund
King High School	Sandra And Bruce Stark	$700.00	Mueller-Wilson Scholarship
King High School	DonateWell	$2,000.00	School Education Support
King High School	Mary Meins	$700.00	Mueller-Wilson Scholarship
Riverside High School	Riverside University High School Foundation, Inc.	$790.00	Advanced Placement Testing Fee
Riverside High School	Ann Terrell	$50.00	Principal Scholarship Support
Riverside High School	Leaddog Marketing Group	$3,922.00	Kohl's Cares Field Trip Grant
River Trail School	Leaddog Marketing Group	$485.00	Kohl's Cares Field Trip Grant
River Trail School	Leaddog Marketing Group	$840.00	Kohl's Cares Field Trip Grant
River Trail School	Johnathan Wish Foundation	$400.00	Field Trip Fee for 3rd Grade

Location	Donor	Amount	Gift or Purpose
Roosevelt Middle School	Anonymous Donors	$31.00	Band and Orchestra Recital Donation
Roosevelt Middle School	Leaddog Marketing Group	$997.50	Kohl's Cares Field Trip Grant
South Div High School	Leaddog Marketing Group	$3,988.00	Kohl's Cares Field Trip Grant
South Div High School	Maria Varela	$20.00	Multicultural Club Donation
South Div High School	Kathryn Ann Weiss And Adam M. Baldwin	$1,030.00	South Division Counseling Department
South Div High School	Maria Paula D. Phillips	$10.00	Multicultural Club Donation
South Div High School	Joan Kordich*	$100.00	World Cafe Donation
Sherman School	Heritage-6, LLC	$300.00	Basketball Team
Sherman School	Leaddog Marketing Group	$4,000.00	Kohl's Cares Field Trip Grant
Siefert School	Leaddog Marketing Group	$2,625.00	Kohl's Cares Field Trip Grant
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	$150.00	Nucor Field Trip
Spanish Immersion	Leaddog Marketing Group	$2,215.00	Kohl's Cares Field Trip
Milw. Sign Language School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Milw. Sign Language School	Leaddog Marketing Group	$975.00	Kohl's Cares Field Trip Grant
Milw. Sign Language School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Milw. Sign Language School	Leaddog Marketing Group	$917.50	Kohl's Cares Field Trip Grant
School of Career & Tech Ed	Epikos Church	$500.00	PBIS
Ronald Reagan High School	GoFundMe	$1,340.30	National History Day Nationals
Ronald Reagan High School	Leaddog Marketing Group	$971.00	Kohl's Cares Field Trip Grant
Ronald Reagan High School	Leaddog Marketing Group	$870.00	Kohl's Cares Field Trip Grant
Townsend School	United Way	$100.00	My Very Own Library
Townsend School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Parkside School	Wested Making Sense of Science	$600.00	Making Sense Of Science
Parkside 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
Trowbridge School	Layton Avenue Service, Ltd.	$100.00	Colorado Service Trip
Thoreau School	*Monique Wollersheim	$25.00	Zoo Field Trip
Thoreau School	Leaddog Marketing Group	$1,973.00	Kohl's Cares Field Trip Grant
Thoreau School	Kim M. Stocke	$21.00	Zoo Field Trip
Thoreau School	Lorraine Wollersheim	$25.00	Zoo Field Trip
Vincent	Wildcard Gymnastics	$1,000.00	Gym Use
Vieau School	Nicolet High School District	$250.00	Bus and Expenses to Nicolet
Wisconsin Conservatory	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Wisconsin Conservatory	Leaddog Marketing Group	$751.00	Kohl's Cares Field Trip Grant
Whitman School	Leaddog Marketing Group	$987.00	Kohl's Cares Field Trip Grant
	Total Monetary Donations	*$150,049.70*	
Non-monetary Donations			
Ninety-fifth Street School	Make It Yours, Inc.	$90.00	Juice, Chips, Candy and Snacks
Ninety-fifth Street School	Make It Yours, Inc.	$150.00	Juice, Chips, Candy and Snacks
ALBA	Donors Choose	$177.29	Reading Materials Station
ALBA	Donors Choose	$1,468.24	Girls on the Run Fee
ALBA	Donors Choose	$780.88	Registration and Lessons — Girls on the Run

Location	Donor	Amount	Gift or Purpose
ALBA	Donors Choose	$259.72	Library Seats and Students Incentives
ALBA	Donors Choose	$1,896.68	Project Science
ALBA	Donors Choose	$272.91	Speech Materials
Allen-Field School	Wanda Foy	$300.00	School Supplies
Allen-Field School	Wisconsin Public Radio	$200.00	Books
Burbank School	Sara Czysz	$30.00	Gently Used Children's Clothing
Burbank School	Adopt-A-Classroom	$50.00	School Supplies
Burbank School	Shara Byes	$40.00	Gently Used Children's Clothing
Burbank School	Parents at Burbank School	$50.00	Baked Goods
Burbank School	Patrick & Amy Shields	$50.00	Behavior Prizes
Burbank School	Bethany Mills	$60.00	Gently Used Children's Clothing
Burbank School	Shan Glewen	$25.00	Gently Used Children's Clothing
Burbank School	Bonnie Lair	$20.00	Gently Used Children's Clothing
Fernwood School	Donors Choose	$347.31	Prepare, Cook, Bake for Scholars
Fernwood School	Donors Choose	$274.09	Cooking Up Some Fun
Fernwood School	Donors Choose	$387.91	Targeting Well Being
Fernwood School	Donors Choose	$460.84	Light Box
Fernwood School	Donors Choose	$413.45	Food Preparation
Fernwood School	Donors Choose	$416.95	Cross Country Runners
Forest Home Avenue School	Donors Choose	$497.27	Cameras
Forest Home Avenue School	Donors Choose	$172.79	Books
Forest Home Avenue School	Donors Choose	$423.60	Books
Forest Home Avenue School	Donors Choose	$399.70	Wall Organizer
Forest Home Avenue School	Donors Choose	$237.66	Cleaning Supplies
Forest Home Avenue School	Donors Choose	$419.19	School Supplies
Meir School	David Tupek	$400.00	Alto Saxophone
Meir School	Donors Choose	$666.65	Marching Band Supplies
Hamilton High School	Summerfest	$16,900.00	Summerfest Tickets
Hi-Mount School	Donors Choose	$423.30	Uniform Shirts & Snacks
Hi-Mount School	Donors Choose	$295.19	Headphones
Hi-Mount School	Berean Family Worship Center, Inc.	$83.00	Snacks for K4 & K5 Classes
Hi-Mount School	Donors Choose	$420.83	Math & Literacy Resources
Hi-Mount School	Berean Family Worship Center, Inc.	$330.00	Color Castle Bounce House
Lincoln Avenue School	Donors Choose	$730.00	Field Trip Bus Partial Payment
Longfellow School	United Way	$200.00	My Very Own Library
Manitoba School	Donors Choose	$1,246.98	National Conference for Pre-Kindergarten Teachers
Manitoba School	Donors Choose	$329.02	Snacks
Manitoba School	Donors Choose	$496.22	Books, Puzzles, Butterflies
Manitoba School	Donors Choose	$496.22	Books, Puzzles Live Butterfly
Manitoba School	Donors Choose	$406.46	Board Games
Manitoba School	Donors Choose	$304.91	Headphones
Manitoba School	Donors Choose	$270.73	PBIS Incentives
Manitoba School	Donors Choose	$304.91	Headphones for Pre-K
Manitoba School	Donors Choose	$687.72	Books
Manitoba School	Donors Choose	$596.15	Light Table
Manitoba School	Donors Choose	$432.62	Books and Story Props
Milw. School of Languages	Shawn Gleesing*	$79.96	Cake for Honors Program
Bradley Trade & Tech	Donors Choose	$348.42	Books

Location	Donor	Amount	Gift or Purpose
Bradley Trade & Tech	Donors Choose	$198.94	Books
Bradley Trade & Tech	Donors Choose	$167.13	Organizing and Supplying
Bradley Trade & Tech	Donors Choose	$328.81	Learning and Growing Materials
Pulaski High School	Michael P. Harlan	$500.00	Basketball Equipment
Marvin Pratt School	Show Benavides	$20.00	Pick 'N Save Gift Card
Whitman School	Adopt-A-Classroom	$400.00	Classroom Supplies
Whitman School	Adopt-A-Classroom	$424.04	Classroom Supplies
Whitman School	Adopt-A-Classroom	$75.96	Classroom Supplies
	Total Non-Monetary Donations	$38,935.65	
	Total Value of Donations for July 2017	$218,985.35	
	** Donations from MPS Alumni*	$2,536.03	

Recommendation

The Administration recommends that the Board:

1. authorize the purchases as summarized above and as presented in the attachments provided under separate cover; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Director Miller moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes — Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Sain — 8.
Noes — None.
Abstention — Woodward — 1.

* * * * *

(Item 7) 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 a Universal Screener, for Gifted and Talented Students
  SYS-0-0-AMT-RH-ECTS ..... $ 60,000
- Woodson Center f/k/a Center, for Neighborhood Enterprise, for Violence Reduction Services
  OGA-0-0-SST-DW-ECTS ..... $ 2,072,727
- Drive USA, Inc., for Traditional and Universal Drivers' Education Program
  CSV-0-0-DRV-DW-ECTS ..... $ 115,000
  DRD-0-0-DED-DW-ECTS ..... $ 475,991
  CSV-0-S-UM7-RC-ECTS ..... $ 95,000
- McGraw-Hill Education, Inc., for Foundational Reading Professional Development
  GEN-0-0-INV-DW-ECTS ..... $ 328,200
- Robert Munger d/b/a Munger Technical Services
  OGA-0-0-SST-DW-ENCQ ..... $ 22,750.72
  TSV-0-0-TLN-DW-EMTC ..... $ 15,000

- Growing Minds, Inc., Pure Edge, Inc. and Reset-Mindbody, LLC, for Mindfulness Programming
  SDV-0-S-TV8-OI-ECTS ..... $ 185,000
  OGA-0-A-CAC-EO-ECTS ..... $ 145,000
  IMP-0-0-BDC-EO-ECTS ..... $ 258,920

Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth above and as provided under separate cover.

Director Harris moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes — Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 8.
Noes — None.
Temporarily absent — Bonds — 1.

* * * * *

(Item 8) 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:

- News 2 You Products, for Unique Learning System, for Education Services
  SSU-0-A-IF8-DW-ECTS ..... $ 129,945.20
- Mind Research Institute, for ST Math Software License and Professional Development
  SDV-H-S-M48-CI-ECTS ..... $ 27,000
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee School of Education, for Developmental Evaluation Services for the Partnership Schools Project
  SDV-H-S-M48-CI-ECTS ..... $ 132,543
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Madison Wisconsin Center, for Education Research for the External Evaluation of the Partnership Schools Project
  SDV-H-S-M48-CI-ECTS ..... $ 214,000
- Young Men's Christen Association of Metropolitan Milwaukee, Inc., for Recreational Programming, After-School Sports Programming and Assistance with the Before-and-After School Child Care Program at I.D.E.A.L. School
  GEN-0-S-BDS-ID-ECTS ..... $ 50,000
- Nature's Classroom Institute of Wisconsin, Inc., for Montessori Camp Services
  varies by location ordering services ..... $ 20,000

Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

Director Bonds moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and enter into a contract with Airoldi Brothers, Inc., to lease five refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

This contractor was chosen pursuant to RFP 945, which closed on June 5, 2017. The contract will run from September 1, 2017, through August 31, 2018, (the "Initial Term") with four additional one-year options to extend if certain performance metrics incorporated into the contract are met. Since these vehicles are custom-built to MPS specifications, it is more efficient to use the leased vehicles for more than three years.

The total cost of the contract will not exceed $150,000.

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 provided under separate cover.

LNC-0-0-LNH-NU-ESDF, (Food Service Storage and Delivery) $150,000

Prime Contractor Information
Airoldi Brothers, Inc.

Certified HUB Contractor? .....No
Total # of Employees 154
Total # of Minorities 46
Total # of Women 15

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

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

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09(9)(e) and approve the contract with Airoldi Brothers, Inc., as set forth in the attachment provided under separate cover.

Director Falk moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(7)(b)5 and to Enter Into a Contract with University of Washington Center for Educational Leadership for Professional Development and Coaching

Background

The Administration is requesting that the Board waive the competitive-bidding requirements of Administrative Policy 3.09(7)(B)5 and authorize the Administration to enter into a contract with the University of Washington Center for Educational Leadership.

The contractor will provide professional development and coaching to build the expertise of principal supervisors and other district leaders. Participants will develop a shared understanding and common language of effective school culture and identify strategies for supporting principals in their work to establish and sustain an effective school culture. Contractor will provide retreats for multiple levels of district staff; professional learning sessions for DSS teams; on-site, job-embedded coaching; materials; and project management as needed.

The contract will run from August 1, 2017, through June 30, 2018. The total cost of the contract will not exceed $80,325.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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.

SDV-0-S-T28-OI-ECTS (Innovation — Contracted Services) $80,325

Prime Contractor Information
University of Washington Center for Educational Leadership

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

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

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09(7)(B)5 and approve the contract with the University of Washington Center for Educational Leadership as set forth in the attachments provided under separate cover.

Director Harris moved to approve the Administration's recommendation.

Director Bonds made a substitute motion, to

1. approve the Administration's recommendations;

2. authorize the Board's President to work with the Administration and the City Attorney to develop protocols for contract review such that the City Attorney has the opportunity to review all contracts that deviate from the model; and

3. include the Office of Accountability and Efficiency in the development of protocols for contract review.

The substutite motion prevailed, the vote being as follows:

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

* * * * *

(Item 11) 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 2017-2018 Year, Beginning on August 14, 2017, and Ending June 8, 2018

Background

Milwaukee Public Schools and the Milwaukee Police Department (MPD) have a longstanding 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 said resources to the needs of the district and will continue to do so.

SROs interact regularly with school administration, Violence Free Zone, school safety assistants, and the safety director regarding school-related concerns and resolutions. The SRO program offers a consistency by the same group of police officers in addressing school matters.

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.

Twelve SROs will be funded by MPS and MPD, each entity to pay for 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 90 days' written notice to the other party.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

This item authorizes expenditure up to $478,172. 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.

Recommendation

The Administration recommends that the Board approve the Intergovernmental Agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to continue the School Resource Officers (SRO) Model for the 2017-2018 school year, as presented in the attachments provided under separate cover.

Director Bonds moved to approve the Administration's recommendation.

Director Miller made a substitute motion, to approve the Administration's recommendation and to direct the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer program, with a preliminary report to be brought to the Board in December and a final report in May 2018.

The substitute motion prevailed, the vote being as follows:

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

* * * * *

(Item 12) 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 2017-2018 School Year, Beginning on August 14, 2017, and Ending June 8, 2018

Background

In 2005-06, the Administration collaborated with the Chief of Police to provide a police presence at the high schools between 3:00 p.m. and 4:30 p.m. Milwaukee Police are requested to provide dedicated patrol and presence at school-related events ranging from dismissal, social/sports events, outsiders gathering, etc. Because of the success of this arrangement, the Administration is recommending continuation of this model in the best interests of safety for MPS students and staff. Due to many safety concerns,

Since the collaboration started, the Milwaukee Board of School Directors has approved this intergovernmental agreement for this partnership between MPS and the Milwaukee Police Department.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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.

The Administration will determine when to start service during each semester in order to be proactive relative to the safety of students and staff. Per the terms of the intergovernmental agreement, 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 Administration and MPD designee.

Recommendation

The Administration recommends that the Board approve the Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to provide law-enforcement services to the Milwaukee Public Schools during the 2017-2018 school year as outlined in the attachment provided under separate cover.

Director Miller moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 13) 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 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 30, 2016, the Board approved a one-year agreement with MATC and authorized 75 full-time-equivalent (FTE) pupils for the 2016-2017 school year. In March 2017, a review team met to review the data about MATC, which included a presentation by school representatives. The review team was provided the opportunity to discuss the findings, to consider additional input from school, and to provide feedback.

Based on the review of data and the outcome of the review process, Administration recommends a one-year agreement renewal with MATC for the 2017-2018 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 continue the following:

a. MATC will provide a program, named the MATC Emerging Scholars Program, to serve a maximum of 75 FTE pupils;
b. 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;
c. MATC will serve at-risk students who are 16 years of age or older seeking high-school diploma through the credit-earning system;

d. MATC will serve students who are 17 years of age or older seeking high-school-equivalency diplomas; and
e. 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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures in the amount of $650,000. Funding for the agreement is included in the FY18 Board-approved budget in account ARC-0-I-AGN-1S-ECTV (Agency Programs — Contract Services).

Implementation and Assessment Plan

Upon the Board's approval and execution, the agreement will become effective for the 2017-2018 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.

Recommendation

The Administration recommends that the Board approve the agreement with Milwaukee Area Technical College, as provided under separate cover, for the 2017-2018 school year.

Director Bonds moved to approve the Administratin's recommendation.

The motion prevailed, the vote being as follows:

Ayes — Báez, Bonds, Falk, Harris, Miller, Phillips, Woodward — 7.
Noes — None.
Temporarily absent — Voss, Sain — 2.

* * * * *

(Item 14) Action on the Award of Contracts for 21st Century Community Learning Centers (CLCs)

Background

The Administration is requesting authorization to enter in agreements with eight community-based organizations (CBOs) to operate 47 CLCs at various locations during the 2017-18 school year.

CLCs service over 19,000 participants each year. Each CBO provides fiscal administration of its respective CLC sites, hires and evaluates CLC staff, and assists the respective day-schools in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded through a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI), as well as extension and Board funds.

These community-based organizations were chosen pursuant to RFP 939: Before- and After-School Recreational Providers, which closed on February 15, 2017. Each of the agreements presented for authorization will run from July 1, 2017, through June 30, 2018.

Contract amounts and budget codes were identified for the following CLCs:

CBO	Site
America SCORES Milwaukee	Riley Elementary School
Boys and Girls Club	Allen Field Elementary School
Boys and Girls Club	Audubon High School
Boys and Girls Club	Bay View High School
Boys and Girls Club	Bradley Tech High School
Boys and Girls Club	Carson K-8 Academy
Boys and Girls Club	Carver K-8 Academy
Boys and Girls Club	Cass Street K-8 School
Boys and Girls Club	Clarke Street K-8 School
Boys and Girls Club	Eighty-first Street K-8 School
Boys and Girls Club	Engleburg Elementary School
Boys and Girls Club	Fifty-third Street K-8 School
Boys and Girls Club	Fratney Elementary School
Boys and Girls Club	Gaenslen K-8 School
Boys and Girls Club	Grantosa K-8 School
Boys and Girls Club	Greenfield Avenue K-8 School
Boys and Girls Club	Hayes Bilingual
Boys and Girls Club	James Madison Academic Campus
Boys and Girls Club	Keefe Avenue K-8 School
Boys and Girls Club	LaFollette K-8 School
Boys and Girls Club	Lincoln Elementary School
Boys and Girls Club	Maple Tree K-8 School
Boys and Girls Club	Mitchell K-8 School
Boys and Girls Club	North Division High School
Boys and Girls Club	Obama-School of Career & Tech Ed
Boys and Girls Club	Pierce Elementary School
Boys and Girls Club	Sherman K-8 School
Boys and Girls Club	Siefert Elementary School
Boys and Girls Club	Townsend K-8 School
Boys and Girls Club	Washington Campus High School
Boys and Girls Club	Wedgewood Park International School
Boys and Girls Club	Zablocki Elementary School
COA Youth & Family Centers	Auer Avenue K-8 School
COA Youth & Family Centers	Doerfler K-8 School
COA Youth & Family Centers	Hopkins-Lloyd Community School
COA Youth & Family Centers	Lincoln Center of the Arts
COA Youth & Family Centers	OW Holmes K-8 School
COA Youth & Family Centers	Riverside University High School
COA Youth & Family Centers	Westside I & II K-8 Academy
First Stage	Kluge Elementary School
Journey House	Kagel Elementary School
Journey House	Longfellow K-8 School
Journey House	South Division High School
Neu-Life Community Resource Center	Gwen T. Jackson Early Childhood
Neu-Life Community Resource Center	Milwaukee High School of the Arts
Silver Spring Neighborhood Center	Thurston Woods
United Migrant Opportunity Services	Vieau K-8 School

Recommendation

The Administration recommends that the Board authorize the contracts for 21st Century Community Learning Centers as set forth in the attachments provided under separate cover.

Director Woodward moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 15) Action on the Award of Contracts for the Partnership for the Arts & Humanities

Background

The Administration is requesting authorization to enter into contracts with 40 separate community-based organizations to provide arts-and-humanities programs during the 2017-18 school year and summer.

Due to changes to the school-year calendar and additional contract-approval steps, this request is going before the Board in July instead of September. Contracts will start one month earlier and provide youth with an additional month of programming.

The MPS Partnership for the Arts & Humanities is celebrating its 11th year of supporting community-based organizations in providing high-quality afterschool, weekend, and summer arts and humanities experiences for City of Milwaukee children, youth, and families. Since the 2006-07 school year, the Partnership for the Arts & Humanities has partnered with 78 different organizations and reached approximately 320,000 students and family members.

Through a dollar-for-dollar matching requirement, the Partnership for the Arts & Humanities encourages organizations and schools to seek out additional resources (via monetary and/or in-kind support) to provide similar programming during the regular school day. The matching requirement maximizes resources for arts and humanities programs and builds a network of partnerships among schools, community organizations, and the philanthropic community.

The goals for the Partnership for the Arts & Humanities funding are to:

- increase access to arts and/or humanities experiences for all City of Milwaukee children, youth, and families;
- strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social emotional achievement; and
- build the collective capacity of community-based organizations to effectively serve children, youth, and families.

The Administration established and communicated the 2017-18 application guidelines and eligibility criteria to schools, community organizations, and individuals via the Superintendent's Thursday Updates, local listservs, newsletters, and a Constant Contact e-mail service. Information was also accessible online at http://www.MilwaukeeRecreation.net/ArtsAndHumanities.

After a rigorous application process, 49 proposals were received, requesting a total of $2,462,603. A review panel comprising four MPS district staff and four community members with expertise in the arts, humanities, education, youth development, afterschool programs, and program evaluation reviewed and evaluated proposals based on a detailed rubric. They also participated in a full-day deliberation in which all applications were discussed and allocation recommendations were made.

The review panel and Administration are making a recommendation to enter into contracts totaling $1,383,083 with 40 community-based organizations. The programs led by these organizations will serve an estimated 20,000 children, youth, and family members between September 2017 and August 2018. These organizations have secured over two million dollars in monetary and in-kind matching support for the same or similar programming.

Partnership for the Arts and Humanities Contracts
2017-2018 School Year and 2018 Summer

Organization	Allocation
ACLU of Wisconsin Foundation	$38,664
All Hands Boat Works, Inc.	$21,611
America SCORES Milwaukee	$23,429
Art Works for Milwaukee, Inc.	$60,558
Artists Working in Education	$84,999
Arts at Large, Inc.	$51,225
Black Arts Think Tank (BATT)	$63,679
Board of Regents — UWM ArtsECO	$36,362

Partnership for the Arts and Humanities Contracts
2017-2018 School Year and 2018 Summer

Organization	Allocation
Board of Regents — UWM Center for Community-based Learning, Leadership & Research	$19,950
Boys and Girls Clubs of Greater Milwaukee	$59,814
Casa Romero	$25,465
COA Youth & Family Centers	$24,775
Danceworks, Inc.	$42,078
Express Yourself Milwaukee	$85,000
First Stage Children's Theater	$85,000
H2O Milwaukee Music LLC	$4,750
Hmong American Friendship Association	$17,728
Keep Greater Milwaukee Beautiful	$35,440
Lead2Change, Inc.	$52,320
Milwaukee Art Museum	$36,178
Milwaukee Ballet	$38,055
Milwaukee Christian Center	$25,000
Milwaukee Institute of Art & Design	$15,000
Milwaukee Public Theatre	$39,788
Milwaukee Repertory Theater	$42,250
Milwaukee Youth Symphony Orchestra	$35,000
Neighborhood House of Milwaukee	$16,383
Neu Life Community Development	$16,878
Running Rebels	$30,900
Sharon Lynne Wilson Center for the Arts	$5,400
Sixteenth Street Community Health Centers	$10,500
Still Waters Collective	$16,900
Teens Grow Greens	$29,519
Urban Ecology Center	$4,500
Walker's Point Center for the Arts	$60,000
Wild Space Dance	$10,500
Wisconsin Conservatory of Music	$42,500
Woodland Pattern Book Center	$26,989
Xalaat Africa Drum and Dance for Life Inc.	$3,000
YWCA Southeast Wisconsin	$45,000

Recommendation

The Administration recommends that the Board authorize the contracts as set forth in the attachments provided under separate cover.

Director Voss moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 16) 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 Policy 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student-expulsion cases.

For the 2016-17 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. 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.

For the 2017-18 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases.

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

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. Their services are covered by the Department of Student Services' budget.

Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2017-18 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 2016-17 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, online academic support or services through the Wisconsin Community Services; 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.

Director Miller moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

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(Item 17) Action on a Recommendation to Approve the 2017-2018 Inter-District Transfer Agreements

Background

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.

In April 2017, the Administration mailed to each suburban district the appropriate version (I or II) of the 2017-2018 Inter-district Transfer Agreement with a request that the agreement be signed by the respective board president and returned to the Milwaukee Public Schools. (Version I agreement — Milwaukee Public Schools will be responsible for the transportation of inter-district transfer students. Version II agreement — Milwaukee Public Schools will provide the District with the funds for transportation services). A copy of each agreement is included in the attachments provided under separate cover.

As of July 2017, the 21 participating suburban districts have returned the 2017-2018 Inter-district Transfer Agreement signed by their board presidents.

The Administration is requesting authorization to enter into contracts with the suburban districts specified in the attachments provided under separate cover to provide 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 Rule Statement

Administrative Policy 8.11, Admission of Nonresident Students

Fiscal Impact Statement

The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

Elmbrook	Menomonee Falls
Fox Point/Bayside	Mequon-Thiensville
Germantown	Nicolet
Maple Dale/Indian Hill	Oak Creek/Franklin

Contracts will be for the 2017-2018 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the total amount of $ 1361,167.92.

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.

Recommendation

The Administration recommends the Board:

1. approve the 2017-2018 Inter-district Transfer Agreements;
2. authorize the Board's President to execute the 2017-2018 Inter-district Transfer Agreements with the following school districts;

Cudahy	Hamilton Sussex	St. Francis
Elmbrook	Maple Dale-Indian Hill	Shorewood
Fox Point-Bayside	Menomonee Falls	South Milwaukee
Franklin	Mequon-Theinsville	Wauwatosa
Germantown	New Berlin	West Allis/West Milwaukee
Greendale	Nicolet	Whitefish Bay
Greenfield	Oak Creek-Franklin	Whitnall

3. authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2017-2018 school year.

Chapter 220 District	2017-2018 Contract Amount
Elmbrook	$301,014.40
Fox Point/Bayside	$189,286.56
Germantown	$140,201.28
Maple Dale/Indian Hill	$31,547.76
Menomonee Falls	$145,495.24
Mequon-Thiensville	$306,956.16
Nicolet	$96,318.77
Oak Creek/Franklin	$150,347.75
TOTAL	$1,361,167.92

Director Bonds moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 18) Report with Possible Action on Follow-up to Resolution 1617R-005 by Directors Bonds and Harris on Alternatives or Enhancements to MPS Disciplinary Programs

Background

In March 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-005 by Directors Bonds and Harris to explore alternatives or enhancements to MPS's disciplinary programs, to include in-school suspensions, creation of Success Centers, lessons in character development, use of data to identify students for extra support, implementation of an extra service-learning curriculum focused on community work and self-reflection, and expansion of Restorative Justice programs.

The Administration has determined that pursuing the creation of Success Centers in our schools as an enhancement to the already robust continuum of supports associated with MPS's disciplinary programs would benefit our students and could be accomplished by leveraging an existing partnership with Wisconsin Community Services, Inc., at James E. Groppi High School.

To accomplish this, the Administration recommends that such a model to with the 2017-18 school year at Groppi. Students assigned to the school would be eligible to receive behavioral-improvement and support services aligned with their offenses. The site would serve 40 students per semester in a half-day program, with dismissal from the program based on satisfactory completion of program requirements. Students assigned to the Success Center at this location would participate in a minimum of one semester of programming that includes A.R.T. (anger-replacement training); mindfulness/art therapy; forward thinking; healthy socialization; social awareness; and community action projects.

Examples of other supports that are currently in place as part of the disciplinary process throughout the district include the following:

- Professional Preventive Services: Provides clinical support in group settings at Vincent and Washington High Schools and is led by a counselor licensed in anger management and substance abuse. Students participate in a 16-week curriculum that provides strategies for conflict resolution, addressing substance abuse, and positive decision making.
- In-School Suspension: MPS Student Rights, Responsibilities, and Discipline allows for schools to use the in-school suspension model. The Administration continues to explore mechanisms to ensure consistent implementation to ensure that the model is meeting students' academic and social-emotional needs.
- Use of Data: The Administration will also continue to use data to identify students for support through Building Intervention Teams (BIT) to ensure that Tier 2 and Tier 3 intervention systems are in place. Reviews of individual data will occur on a regular basis and as needed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

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(Item 19) Action on a Request to Approve an Intergovernmental Cooperative Agreement Between MPS and Milwaukee County Department of Health and Human Services for implementation of the Juvenile Education Treatment Initiative program.

Background

In September 2016, the Board considered Resolution 1516R-009 to recreate the Transition Intervention Center (TIE). At that time, the Board directed the Administration to review Resolution 0809R-043, which had resulted in the creation of the TIE.

The review identified students who are in need of such services as described in the resolutions. The district then reached out to potential partners, who were already serving many of the students requiring such services. As a result, the Administration recommended approval of an intergovernmental agreement with the Milwaukee County Department of Health and Human Services (DHHS) and Delinquency and Court Services Division (DCSD) for implementation of the Juvenile Education Treatment Initiative (JETI) program.

The proposed JETI pilot program was designed to reduce the probability of re-offense by addressing criminogenic needs and increasing protective factors. The JETI program provides a full-range of treatment, academic instruction, and community-based services while living at home and remaining at their schools of origin to youth who might otherwise be placed in residential treatment facilities or secured-care institutions, suspended, or expelled. The data reviewed indicated the need to house the pilot program at James Madison High School. On February 23, 2017, the Board approved the Initial Cooperative Agreement between Milwaukee Public Schools (MPS) and DHHS/DCSD for implementation of the JETI program.

Upon review and discussion of the initial Program, the Administration and DHHS/DCSD have agreed that there remains a continued need for the services provided under the JETI program, and the Administration recommends an extension of the intergovernmental cooperation agreement with DHHS and DCSD for implementation of the JETI program for an additional year with an expansion of the Program to include one (1) additional school site.

In May, June, and July 2017, representatives from DHSS/DCSD and the MPS Administration, in collaboration with the Office of the City Attorney, drafted a revised Intergovernmental Cooperation Agreement between MPS and DHHS/DCSD for implementation of the JETI program. Contingent upon the Milwaukee Board of School Directors' approval, DHHS/DCSD accepts the Intergovernmental Cooperation Agreement between MPS and DHHS/DCSD, as provided under separate cover, for implementation of the JETI program, with the following modifications:

1. The Intergovernmental Cooperation Agreement has been updated to provide services at two (2) MPS locations as follows:
   - James Madison Academic Campus, 8135 W. Florist Avenue, Milwaukee, WI 53218; and
   - Lynde and Harry Bradley Technology School, 700 S. 4th Street, Milwaukee, WI, 53204.
2. The Intergovernmental Cooperation Agreement has been updated to provide for services for up to 20 students across two (2) sites.

3) The Intergovernmental Cooperation Agreement has been updated to provide sample schedules that seek to ensure that students served are able to attend regular classes as much as possible.

4. The term of the agreement has been updated to reflect a term of one year, commencing August 1, 2017, and ending June 30, 2018.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

This item does not authorize expenditures. As part of the Intergovernmental Agreement with the County, MPS will provide two (2) staff who will work 15 hours per week under limited-term employment (LTE) contracts to provide instructional support to students. Funds are included in the FY17 budget.

Implementation and Assessment Plan

Students will receive a three-hour behavioral treatment program that includes instructional support, skill-building, and therapy. To ensure that students remain connected with their course work, their weekly schedules will allow a return to their regular classrooms with support from the clinician, case manager, and tutor provided through DHHS/DCSD. An MPS-funded LTE will serve as the liaison between JETI and the classroom teachers by coordinating with the classroom teacher to get daily assignments and provide content area instructional support while the students are in the JETI setting.

The JETI behavioral treatment program will be assessed by student attendance, behavior referrals, suspensions, and academic success.

Recommendation

The Administration recommends that the Board approve the Intergovernmental Cooperation Agreement between Milwaukee Public Schools and Milwaukee County Department of Health and Human Services and Delinquency and Court Services Division, as provided under separate cover, for implementation of the Juvenile Education Treatment Initiative Program.

Director Voss moved to approve the Administration's recommendation.

The motion prevailed, the vote being as follows:

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

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(Item 20) Action on the Report on Pupil Nondiscrimination Self-Evaluation

Background

The Department of Public Instruction (DPI) mandated during the 2016-2017 school year that all school districts in the state conduct a self-evaluation in regards to PI 9.06 Pupil Nondiscrimination, in three specific areas:

1. counseling curriculum
2. extracurricular activities
3. awards and scholarships.

As part of the self-evaluation, DPI required that a data set be prepared for feedback from stakeholders, including teachers, administrators, families, students, and community members. In order to fulfill our obligation to DPI, a report must be shared with the Board for public communication. The report is a summary of the feedback from stakeholders, as well as recommended next steps in response to their feedback.

Report on Pupil Nondiscrimination Self-Evaluation — July 2017

In response to PI 9.06 of the Wisconsin Administrative Code Cycle III for the 2016-17 school year, Milwaukee Public Schools (MPS) conducted a self-evaluation of data related to pupil nondiscrimination. This self-evaluation was facilitated by the MPS Division of Research & Evaluation in accordance with requirements and recommendations provided by the Wisconsin Department of Public Instruction (DPI). The following report describes the process, findings, and recommendations that resulted from the self-evaluation.

Process

A group of MPS staff, including individuals from Research & Evaluation; Interscholastic Athletics/Academics; School Counseling; College & Career Readiness; Business, Community & Family Partnerships; Student Assessment; and the district Equity Specialist served as the Self-Evaluation Team. This team chose relevant data to review, facilitated data retreats with key stakeholders, and reviewed findings to develop recommendations. (See the end of this report for a list of team members.)

Data related to each of the three elements required by DPI were reviewed — specifically:

1. "...methods, practices, curriculum, and materials used in...counseling..." (PI 9.06(1)(c), Wis. Admin. Code)
   a. Comprehensive School Counseling Curriculum Outline by Grade Level
   b. Sample Comprehensive School Counseling Lesson Plans
2. "trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the school district" ..." (PI 9.06(1)(f), Wis. Admin. Code)
   a. Scholarship Total Awards by Student Race
   b. Average GPA by Race
   c. School Attendance Rate by Race

   Note: Data points (b) and (c) were reviewed because scholarships often have a GPA and/or attendance requirement.
3. "participation trends and patterns and school district support of athletic, extracurricular and recreational activities" ..." (PI 9.06(1)(e), Wis. Admin. Code)
   a. Number of High-school Sports by Gender and School
   b. Number of High-school Sports Teams by Gender and School
   c. Number of High-school Participants in Sports by Gender and School

Data about current enrollment in MPS by gender, disability status, economic disadvantage, and race and ethnicity were included to provide context during data retreats.

Two data retreats were held to engage key stakeholders in the self-evaluation: The first retreat was held with five students; the second retreat was held with 14 stakeholders, including teachers, principals, school counselors, parents, community members, and administrators. Participants represented a range of races (74% African American, 21% White, 5% Asian, and 5% American Indian/Alaska Native) and genders (68% female, 32% male).

Retreat participants were presented with the data outlined above and guided through a district protocol for analyzing data, called the Reflection Process1, to solicit their insights and potential next steps. These

reflections were recorded anonymously and reviewed by the Self-Evaluation Team to develop recommendations for improvements.

Findings

Self-evaluation participants noted the importance of contextual information for understanding the data presented. For instance, they pointed out that 23% of MPS students have disabilities, while the national average is 13%. Furthermore, while 45% of City of Milwaukee residents are White, only 11% of MPS students are White, and while 29% of Milwaukee residents live in poverty, 82% of MPS students are economically disadvantaged.

In terms of the specific areas requested for review by DPI, there was some discussion regarding the counseling curriculum. There was enthusiasm regarding the comprehensiveness of the curriculum and the focus on relationship building. On the other hand, some were concerned that the robustness of the curriculum will make it difficult to implement. Others wanted more clarification on how the curriculum includes or excludes students' cultures.

Regarding scholarships and awards, participants noted that, although African American students account for 55% of MPS's student population, they account for 43% of total scholarship dollars awarded. In addition, student outcomes (e.g., GPA, attendance) for African American students are below that for Asian, Latino/a, and White students, and participants were concerned that students are not being equally engaged in MPS. Participants also discussed the overall low proportion of students receiving scholarships: while there were 727 scholarships awarded, there are about 4,000 seniors enrolled in MPS at any given point in time.

Participants noted that the number of sports, teams, and participation generally varies little by gender. They also pointed out that schools with strong academic outcomes tended to have high participation in sports, and there was a discussion around fees for participation in athletics and how the district works with students who cannot afford to pay fees. Participants wanted more information, however, specifically information about participation by race and about other extracurricular activities in which students participate, such as clubs, music, arts, etc.

Recommendations and Next Steps

At the start of the 2016-2017 school year, MPS shifted towards a culture of project management, beginning with the creation and implementation of a Strategic Plan related to the Superintendent's Eight Big Ideas. In completing the self-evaluation, it was determined that much of the feedback was helpful in shaping projects in the Strategic Plan and supports the development of robust and impactful programs for the 2017-2018 school year. Further, MPS adopted a district Problem of Practice (PoP) and Theory of Action in August of 2016 that focused on improving systems for equity across the district. The MPS equity PoP states that,

> MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning; thus, there are opportunity gaps that perpetuate low student achievement.

The equity PoP has set the foundation for subsequent work related to the Strategic Plan. As such, the Self-Evaluation Team examined the feedback from stakeholders and developed subsequent recommendations for project development. Described below are the recommendations and plan for next steps determined by the team.

Counseling Curriculum

The development and pilot of the curriculum was a project in the Strategic Plan for the 2016-2017 school year. Related to the counseling curriculum, communication of the curriculum and the role of the school counselor to stakeholders was considered as a barrier to understanding the curriculum and its purpose. It was recommended that the coordinator for the curriculum provide needed professional development for school counselors and communicate the curriculum to various stakeholders. Time could also be dedicated at regular district Family Institute meetings to communicate the curriculum to families.

The team also feels that evaluating the outcomes of students who engage with the curriculum should also be considered to learn the impact that the curriculum will have on student development and school climate. A pre-post-assessment was discussed, which would be created by the curriculum coordinator and supported by the Division of Research & Evaluation.

Finally, components of the curriculum were considered, including adding financial literacy and social and emotional learning (SEL) development to the high-school curriculum, based on stakeholder feedback. These revisions to the curriculum would be considered by the Department of School Counseling for

development, and all recommendations will be forwarded to the project team for the counseling curriculum in developing the curriculum further for the 2017-2018 school year under the Strategic Plan.

Scholarships

The Team determined that achievement of students of color should be an area of focus to improve students' eligibility for scholarships. Under the Strategic Plan, a significant number of projects have been dedicated to closing the achievement gap in MPS and improving district and school climates. The wide majority of these projects have focused on identifying areas of inequity and developing strategies to address areas of need.

The district is currently revising its Early Warning System (EWS) based on research of effective EWS indicators, so that students at-risk for not graduating high school or college could receive early intervention during middle school. The district also recently has adopted a policy that allows students to retake courses in which they have received Us or Ds in order to improve their GPAs.

Related to scholarships specifically, the district recently has created a scholarship coordinator position. The Team determined that this position could be used to focus specifically on closing the opportunity gap related to scholarships and communicating scholarship opportunities to high-school students.

Athletics, Clubs, and Extracurricular Programs

The Team viewed the current data-collection practices related to athletics, clubs, and extracurricular activities that may serve as barriers to analyzing data in a way that highlights areas of need for students. A current project in the Strategic Plan has focused on aligning district data-collection systems for afterschool programming so that there is a coherent data system in place. Once this system is aligned, the district could begin to look at the demographic breakdown of student participants in afterschool programming.

Further, it was determined that a focus for the 2017-2018 school year should be on using the current student-information system for rostering students who participate in athletics clubs or teams. The Athletics Department has agreed to designate the appropriate person at each school who could input sports teams' rosters into the current student-information system for his/her respective school so that the district is well positioned to examine the outcomes of our students who participate in athletics.

Summary

MPS has demonstrated its commitment to equity by creating a PoP and subsequent projects focused on uncovering and addressing inequities throughout the district. As was mentioned, the district's Strategic Plan that was adopted in the Fall of the 2016-2017 school year includes a significant number of projects that focus on closing opportunity and achievement gaps. Although the areas of focus for this self-evaluation (i.e. counseling curriculum, scholarships, and athletics) were already projects in the Strategic Plan, the process afforded those leading these projects the opportunity to develop a deeper understanding of the needs within their projects using district data. Feedback from stakeholders and the Self-Evaluation Team will be considered in developing the projects in the Strategic Plan for the 2017-2018 school year.

Self-Evaluation Team Members

A specialthank-you is extended to the following team members who contributed to this evaluation:

Jessica Bizub
Research Analyst

Ophelia King
School Counseling Curriculum Specialist, Academic and Career Planning Coordinator

Danielle Costello
Family and Community Engagement Specialist

William Molbeck
Commissioner of Athletics

Amanda Epping
Data Support Analyst

Amy Nelson Christensen, PhD
*Research Specialis*t

Maricha Harris *Partnership and Volunteer Associate*	Latish Reed, PhD *Equity Specialist*
John R. Hill, PhD *Director of College and Career Readiness*	T. R. Williams *Alumni and Student Engagement Associate*

Director Miller moved to accept the Administration's report.

The motion prevailed, the vote being as follows:

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

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(Item 21) Reports of the Board's Delegates

The Board received the reports of its delegate to the Library Board and to the Milwaukee Education Partnership.

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UNFINISHED BUSINESS

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(Item 1) Action on a Request to Revise Board Governance Policy 4.05, Budgeting/Forecasting, and Board Rule 1.14, Voting Methods

Background

On July 27, 2016, the Board approved revisions to several Administrative Policies related to financial matters. One particular revision was made to Administrative Policy 3.03, Operating Reserve, whereby the "unreserved fund" is now referred to as the "unassigned fund."

The revisions that are requested in this item are to ensure that Board Rule 1.14, Voting Methods, and Board Governance Policy 4.05, Budgeting/Forecasting, are also using the same terminology.

Board Rule 1.11, Amendments to the Rules, however, directors as follows:

> (2) The Committee's report with respect to such proposed amendments shall be presented to the Board and then held over until the next Board meeting, when the report shall be considered and acted upon by the Board.

In light of this, the Board deferred adoption of any revisions to Board Rule 1.14 until its regular July 2017 meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

BG 4.05, Budgeting/Forecasting

Fiscal Impact Statement

This item has no fiscal impact.

Recommendation

Your Committee recommends that the Board adopt the proposed revisions to Board Rule 1.14 and to Board Governance Policy 4.05.

Director Bonds moved to adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 2) Action on a Request to Revise Certain Board Rules Relative to the April Board Cycle

Background

Board Rule 1.02, Regular Board Meetings, states that the regular meeting in April shall be held on the Thursday prior to the fourth Tuesday.

On December 16, 2008, the Board adopted Resolution 0607R-016, which prohibited the scheduling of meetings of the Board or its committees on election days. The spring elections are held on the first Tuesday in April.

Spring Break typically falls during April, and many members of the public who would be interested in attending public hearings of the Board's committees are unable to attend due to their own spring-break commitments.

These requirements historically have necessitated numerous scheduling adjustments to the scheduling of committee meetings during the month of April.

In addition, the Board's annual organizational meeting also takes place in April. Therefore, to the greatest extent possible, the regular April meeting should be used to concentrate on the completion of the prior year's business, rather than the introduction of new business.

In light of these considerations, the Office of Board Governance is proposing revisions to the following Board Rules:

- Board Rule 1.02, Regular Board Meetings: Addition of section (1)(c), "No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections";
- Board Rule 1.09, Regular Items of Business: Revision of section (1) to allow public hearing on all regular items of business in April as well as in July, thereby replacing the reports of standing committees;
- Board Rule 2.02, Committee Meetings: Revision of section (2), which currently exempts the standing committees from meeting in July, to include the month of April in the exemption; also the addition of a section (5), which reads, "No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections."

The proposed revisions will streamline the Board's business in the month of April. Rather than holding several committee meetings, the proposed revisions will allow all public hearings to be given during the Regular Meeting of the Board only.

The proposed revisions also codify the requirement of Resolution 0607R-016 within Board Rules.

It must be noted that the revisions do not prevent a committee from meeting in April if it is necessary.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.11, Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Board Rule 1.11, Amendments to the Rules, section (2), requires that your Committee's report with respect to any proposed amendments to Board Rules be presented to the Board and then held over until the next Board meeting, when the report shall be considered and acted upon by the Board.

Recommendation

Your Committee recommends that the Board adopt the proposed revisions to Board Rules 1.02, 1.09, and 2.02 with the provision that the

Director Falk moved that the Board approve the proposed revisions to Board Rules 1.02, 1.09, and 2.02, with the provision that the changes relating to the April meetings apply only in election years. After subsequent discussion, Director Falk withdrew his motion.

Directors Bonds moved that the Board adopt the Committee's recommendation.

The motion prevailed, the vote being as follows:

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

* * * * *

NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy 9.11, School Governance Councils, and Create an Administrative Procedure 9.11, School Advisory Councils

Background

On June 29, 2006, the Board approved revisions to Administrative Policy 9.11, School Governance Councils. Schools have operated under these policy requirements for the past 11 years, working to incorporate viewpoints from various stakeholder groups in school decision making.

The revisions in this item are proposed in an effort to simplify the policy and to create a new accompanying procedure to assist schools in a standard of care for implementation of councils.

The feedback process on revisions took place for over a year, starting with parent coordinators sharing feedback on behalf of families. Then discussions were held directly with family representatives at a full District Advisory Council meeting after they had a month to review with families at their schools. A focus group of school leaders and community members was pulled together for their insight, and relevant Central Services departments had an opportunity to provide feedback.

The resulting recommendations and newly created procedure are intended to set a minimum standard of care, while allowing for school-by-school individualization as appropriate.

As contained in the proposed revisions and newly created procedure, the Superintendent will designate a designee responsible for oversight of the councils' operations and for ensuring the minimum standard of care. The district's Family and Community Engagement Specialist will serve in this role.

This policy and procedure work to facilitate collective impact at each school by making it easier to engage key stakeholders in collaborative decision making.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11, School Governance Councils

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will publish the revised policy and newly created procedure. The Administration will implement professional development and training on the new policy and procedure for school leaders, parent coordinators, and family leaders, as well as put in place accountability systems to ensure that a minimum standard of care is met across the district.

Recommendation

The recommendation is that the Board determine how it wishes to proceed with this item.

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

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(Item 2) Action on a Request to Adopt Resolution 1617R-006 by Directors Bonds and Harris to Develop an MPS Equity Policy; to Approve Amendments to Administrative Policy 1.01,Vision, Mission, Core Beliefs, and Goals; and to Approve the Creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity

Background

In October 2016, the Milwaukee Board of School Directors referred Resolution 1617R-006 by Directors Bonds and Harris to the Committee on Legislation, Rules and Policies. The Administration is wholeheartedly in agreement with the intent of the resolution and is recommending its adoption.

Using the resolution 1617R-006 and equity policies from similar school districts, a subgroup of the Equity Commission drafted the district equity policy. Throughout the 2016-2017 school year, the equity policy was vetted with various MPS stakeholders including the District Advisory Council (DAC), the Superintendent's Student Advisory Council, school leaders, the MTEA President, over 200 teachers, senior leadership team members, and community members. The Administration also worked with the Office of the City Attorney on finalizing the proposed policy.

There are multiple components of the equity policy and procedure. First, the policy & procedure establish common definitions for the key terms of equality, equity, equity lens, and culturally responsive practices.

Second, the policy sets guiding principles which highlight the importance of strengths-based mindsets, equitable distribution of support and resources, and the emphasis that all students will learn.

Third, the policy provides specific goals for the district around the areas of reflection, awareness-building, data- and research-based decision making, the incorporation of stakeholder voice, the support of equitable leadership practices, equitable access to high-quality and culturally responsive services and resources, and the recruitment, employment, and support of a diverse workforce.

Fourth, the procedure contains a comprehensive set of implementation points that highlight the requirements for creating and maintaining equity throughout the district. These points include equitably distributing resources based on needs, bolstering equitable access to co-curricular and extra-curricular services, developing and applying best practices for reducing student opportunity gaps, recruiting and retaining a diverse district staff, standardizing data-based decision-making, fostering culturally responsive

practices through professional development, and including student, parent, and community voice in district decision-making.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Implementation/next steps are as follows: The Administration will develop a comprehensive guidance document that will detail the practices necessary for carrying out the policy. The guidance will also detail the monitoring and evaluation that will occur in order to assess equity throughout the district. Stakeholders from all areas of the district will be involved in the creation of this guidance document.

Recommendation

The Administration recommends that the Board:

1. adopt Resolution 1617R-006 by Directors Bonds and Harris to Develop an MPS Equity Policy;
2. approve the amendments to Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals; and
3. approve the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity.

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

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(Item 3) Action on Proposed Revisions to Administrative Policy and Procedure 7.17, Summer Academy

Background

Proposed revised Administrative Policy 7.17, Summer Academy, and proposed revised Administrative Procedure 7.17, Summer Academy have been updated to reflect changes to Summer Academy offerings. Policy changes include providing transportation for special school sites and/or programs.

Attendance changes in the procedure reflect a focus on students demonstrating proficiency rather than seat time. Additional changes align the procedure with the revised grading policy and the current Code of School/Classroom Conduct.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17, Summer Academy

Implementation and Assessment Plan

If these revises are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Recommendation

The Administration recommends that the Board approve the changes as submitted.

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

* * * * *

(Item 4) Action on Proposed Revisions to Administrative Policy and Procedure 7.32, Guidance Program

Background

Proposed revised Administrative Policy 7.32, Guidance Program, proposed revised Administrative Procedure 7.32(1), Guidance and Career Education Plan, and proposed revised Administrative Procedure 7.32(2) Guidance Program have been updated to reflect changes to School Counseling and Academic and Career Planning. Changes to policy 7.32 reflect the move from guidance to the comprehensive school counseling program and the current organizational structure.

Administrative Procedure 7.32(1) changes align to the state law requiring Academic and Career Planning for students in Wisconsin public schools. The procedure outlines requirements for the district Academic and Career Planning implementation plan and what will be addressed by the Academic and Career Planning process.

Revisions to Administrative Procedure 7.32(2), Career Guidance includes updates that reflect the move to a comprehensive school counseling program and Academic and Career Planning.

The Administration worked with the Office of the City Attorney and Office of Board Governance to finalize the proposed revisions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.32, Guidance Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon Board approval, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Recommendation

The Administration recommends that the Board approve the changes as detailed in the attachments provided under separate cover.

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

COMMUNICATIONS AND PETITIONS

* * * * *

(Item 1) Communication 1718C-001 Regarding Staffing and Curriculum at Milwaukee High School of the Arts

Background

The Office of Board Governance has received a communication, provided under separate cover, from Amy York requesting a hearing regarding staffing and curriculum at Milwaukee High School of the Arts.

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.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
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

In accordance with Board Rule 1.10, Section (2), the communication was refered to the Superintendent of Milwaukee Public Schools.

* * * * *

RESOLUTIONS

Resolution 1718R-003

By Directors Falk and Harris

WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states "the Milwaukee Board of School Directors serves as trustees for the people of the City of Milwaukee in determining and demanding appropriate organizational performance"; and

WHEREAS, Chapter 119.16(1m), Wisconsin Statutes, provides, "the board shall have the possession, care, control and management of the schools, facilities, operations, property and affairs of the school district"; and

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies, including those regarding physical plant and equipment; and

WHEREAS, While the district has systems in place to safeguard district assets, special consideration should be given to those items historical in nature; now, therefore, be it

RESOLVED, That the Board direct the Administration and the Office of Accountability and Efficiency to develop and present to the Board a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value; and be it

FURTHER RESOLVED, That the Administration and the Office of Accountability and Efficiency determine the best way to preserve and store such property once inventoried; and be it

FURTHER RESOLVED, That the Office of Board Governance, in conjunction with the Administration and the Office of Accountability and Efficiency, develop policies and procedures governing the inventory, retention, archiving, loaning, donation, and sale of district property; and be it

FURTHER RESOLVED, That the development of these policies and procedures include:

- applicable Wisconsin Statutes;
- a review of existing policies of other Wisconsin school districts and municipalities;
- the applicable policies and procedures of the Milwaukee Schools Historical Society, Milwaukee County Historical Society, Milwaukee Public Library, Wisconsin Historical Society, and other relevant organizations; and
- any other resources deemed appropriate; and be it

FURTHER RESOLVED, That, these policies and procedures include measures to ensure that all property is appropriately cataloged in the district's repository of assets, inclusive of events such as school closings, staff changes, changes to schools' names, and changes to educational programs; and be it

FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the December 2017 Board cycle.

This resolution was referred to the Committee on Accountability, Finance,and Personnel.

* * * * *

Having disposed of the remainder of its agenda, the Board returned to the item deferred earlier in its meeting.

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

Director Miller moved to retire to executive session pursuant to Wisconsin Statuttes, Section 19.85(1)(g), 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 lititagion in which it is or is likely to become involved.

The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 12:01 a.m.

The Board adjourned from executive session at 1:09 a.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 2017

The Regular meeting of the Board of School Directors was called to order by President Sain at 6:37 p.m.

Present — Directors Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 9.
Absent and excused — 0.

President Sain requested a moment of silence to commemorate the passing of members of the MPS family:

- Justin Harris, an alum of Groppi High School, who passed on August 6, 2017;
- Calvion Pirtle, a 9th-grader at Riverside, who passed on August 8, 2017; and
- Angel Ortenga, an alum of Grandview High School, who passed on August 26, 2017.

AWARDS AND COMMENDATIONS

(Item 1) MPS Winners of the Wisconsin Association of Bilingual Education (WIABE) Student Writing Contest

Winners of the 2017 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." Two winners are students in Milwaukee Public Schools.

The winner in the middle-school category, Bianey Calixto-Domínguez, an 8th-grader at La Causa Charter School, and the winner in the high-school category, Zing Tha, a 9th-grader at South Division HS, read their essays to the Board.

* * * * *

(Item 2) Excellence in Education Award — Vincent High School Agricultural Sciences Program

Each month, the Milwaukee Board of School Directors recognizes an outstanding school/program, 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 posthumously present the "Excellence in Education Award" to:

Vincent High School Agricultural Sciences Program

The Vincent High School agricultural sciences program, which is now in its sixth year after a two-decade absence, has made exceptional strides in a very short amount of time. Last year the district announced the school's transformation into the Vincent High School of Agricultural Sciences, where every student would receive agricultural education.

Vincent is now one of the largest agriculture schools in the state of Wisconsin, with five dedicated agriculture teachers and a sixth teacher dedicated to culinary arts, which has been folded into the overall agriculture program. Students can choose from six pathways: animal science, horticulture (plant) science, food science, environmental science, agribusiness and entrepreneurship, and culinary arts.

The school has made significant advancements in recent years: a steering committee comprising MPS, business, post-secondary, and community partners has been established to advance and improve program outcomes. The school has also received significant support from UW-Madison's Molly Jahns, Professor of Agronomy at UW-Madison, and Gail Kraus, a full-time staff member dedicated to supporting the program.

A partnership with the Chicago High School for Agricultural Sciences has resulted in further curriculum development and improvement.

The program's progress is evident in the many events and community-building opportunities in which it has participated over the past several years. These include:

- visits from local dignitaries such as Mayor Tom Barrett; Wisconsin's Secretary of Agriculture, Ben Brancel; State Senator Lena Taylor; representation from US Senator Tammy Baldwin's office; and Alderwoman Chantia Lewis;
- the Wisconsin Idea Seminar tour, which included 40 UW-Madison staff who learned about innovative ideas in Wisconsin education;
- the opening of the Vincent Fresh Market, a café selling goods such as eggs, lotions, beeswax candles, lip balm, plants, fresh salads, and other items, all of which were grown, raised, or made in the program;
- students' exhibitions of market lambs at the Wisconsin State Fair;
- the Ag Spring Showcase, which included numerous exhibits from classroom projects, business and college representatives, and sales of goods from the program and was attended by the community, Vincent students, and selected 8th-grade students from area schools.

The enthusiasm for the agricultural program continues to build: Three feeder schools have been identified, and Vincent is working closely with each in an effort to create a pipeline through which students interested in agricultural education may enroll at Vincent.

We congratulate Vincent High School, the dedicated teachers and school administration, and all of the partners who have played significant roles in what the agricultural program has become, with an eye toward more exciting progress in the coming years.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular meeting of July 27, 2017, were approved by consensus.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Waive Administrative Policy 5.01(8)(B) to Close Daniel Webster Secondary School (6850 N. 53rd Street) at the Close of the School Day on September 1, 2017, and to Waive Board Rule 1.09(2) to Allow Public Testimony

Universal Academy for the College Bound (UACB), Webster Campus, was established as a non-instrumentality charter school in fall 2013, serving grades 6-10. In March 2017, the Board approved the mutual termination of the non-instrumentality charter school contract with UACB, to be effective April 7, 2017. The Board's action authorized the Administration to operate the Webster Campus as a traditional MPS school named Daniel Webster Secondary School,to be effective April 10, 2017.

Effective April 10, 2017, the Administration took leadership of the school and directed resources as necessary to mitigate disruption and provide for a smooth transition for students, families, and staff.

The Administration has placed great emphasis on working with families to enroll their children at the school. Student Services encouraged families looking for seats to enroll in Daniel Webster Secondary School. Auto-dialers informed families of the start date and time for Daniel Webster Secondary School.

Despite these efforts, Daniel Webster Secondary School remains under-enrolled at 269 students. Having achieved a total school enrollment of just 40% as of August 29, 2017, the school does not have enough students to offer the robust academic programs that every MPS student deserves. Therefore, the Administration is recommending the closure of the school, to be effective at the close of the school day on September 1, 2017.

Parents were notified of this recommendation via a letter and auto-dialer that invited them to attend meetings to learn more about the recommendation and their options. Two meetings were held on August 30, 2017, and two meetings were held on August 31, 2017. In addition, Student Services staff provided support to families for enrolling in other MPS schools.

Staff members were informed of the recommended closure at a staff meeting on August 29, 2017, and were provided with letters outlining reasons for the closure as well as the plan for staff placements in other buildings within the district.

To reduce disruption, it is recommended that middle-school students move to Morse and that the high-school students move to James Madison Academic Campus (JMAC) or Vincent High School. Each of these sites offers specialized programming: Morse Middle School for the Gifted and Talented focuses on science, technology, engineering and math (STEM), and college preparation; both JMAC and Vincent High School offer the culinary arts program, while Vincent High School offers an agricultural science program. Parents will also have the option of selecting other placements where there are available seats.

The Department of Student Services will make every effort to assist families in making this transition, including providing several opportunities to assist in selecting the MPS option that is best for each child.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Closure of the Webster campus will result in estimated Fiscal Year 2017-18 district savings of $1.5 million. This is the result of reductions in positions and in other costs for administration, support, and building operations, as well as a reduction in the enrollment reserve. Webster's staff will be reassigned to vacant positions elsewhere in the district.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will close Webster Secondary School and will move students and staff as outlined above.

Committee's Recommendation

The Administration recommends that the Board:

1. waive Board Rule 1.09(2) in order to receive public testimony prior to taking action on this item;
2. waive Administrative Policy 5.01(8)(b), as it relates to the December 31 deadline for taking action on specific schools that will be closed the following year; and
3. close Daniel Webster Secondary School at the end of the school day on September 1, 2017.

Director Bonds moved to waive Board Rule 1.09(2) in order to receive public testimony prior to taking action on this item.

The motion prevailed, the vote being as follows:

Ayes — Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 9
Noes — 0

Following public testimony and discussion, Director Bonds moved that the Administration:

1. reconfigure the Daniel Webster School program to a traditional middle school;

2. work with community partners to provide services needed;

3. work with the Webster Community to determine the best program for the future; and

4. report back to the Board by November 2017 on the progress of the reconfiguration.

The motion prevailed, the vote being as follows;

Ayes — Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 9
Noes — 0

* * * * *

(Item 2) Superintendent of Schools' Monthly Report

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:

- Close the GAP
- Educate the Whole Child
- Redefine the MPS Experience
- Rethink High Schools
- Re-envision Partnerships
- Strengthen Communication Systems & Outreach Strategies
- Develop Our Workforce
- Improve Organizational Processes

Day One for Early Start Calendar Schools

The first day of school for our Early Start Calendar Schools was August 14! Members of my staff and I, along with MPS Board members and community leaders, gathered at James Madison Academic Campus to celebrate the start of the school year!

The Early Start Calendar gives students more opportunities for success: students will have more weeks of instruction prior to national ACT and AP testing dates; the first semester will end in December ,rather than over after the holiday break; and students will have the opportunity to participate in the June Term (J-term) to catch up or get ahead. The pilot program had encouraging results, with 70% of the participating seniors having graduated this summer.

Meetings from late June through mid-August

I continue my role in the United Way of Greater Milwaukee and Waukesha County as a member of the 2017 Executive Committee. Plans are well underway for this year's campaign, and MPS employees will soon be hearing about how they can help make it another successful effort on behalf of our community members in need.

MPS leaders attended a week-long professional development, collaboration, and team building at PELP (Public Education Leadership Project) in Boston. It was an exhausting week, but very beneficial as we participated in discussions on how we can most effectively develop our staff and equip our leaders with strategies for successful student outcomes for the 2017-18 school year.

I worked closely with Himanshu Parikh, Chief of Human Resources and Dr. Keith Posley, Chief School Administration Officer, and his team to ensure tjat principal interviews were conducted in a timely manner to fill vacant positions in order to be ready for successful school openings.

After a rigorous weekend in Portland, Oregon, for the Council of the Great City Schools, which I chair, I was able to bring back practical and workable strategies to share with my Senior Team in an effort to ensure successful student outcomes for the Black and Latino Male Achievement initiative. I am extremely excited and optimistic about the opportunities which this new program brings, not only for us as a district, but throughout the Milwaukee community at large.

Much planning went into the Strategies for Leadership retreat that occurred on Monday, August 21, and Thursday, August 24, for members of district leadership. I am pleased to report that the retreat was very successful, and I look forward to the positive outcomes that we will see as a result.

We continue our partnership with the Panasonic Foundation. The Panasonic representatives we have been working with were here for their monthly Panasonic site visit. They assisted us by facilitating the Strategies for Leadership Retreat as well as the Board's retreat that took place on August 25.

I welcomed new educators to our MPS family. What incredible energy and excitement these new educators demonstrated, as they listened attentively to learn all about the workings of Milwaukee Public Schools. It was important to emphasize "the power of the village!" As they will soon discover, "teaching requires a lifelong commitment to learning." Through this learning process, it will be the sustaining of family and friends, the support of the community, and their access to school-based mentors that will be keys to their success.

I met with Tim Greinert for a bittersweet farewell. Tim the President of Junior Achievement of Wisconsin, Inc., recently announced his leaving the organization to pursue a position at the national level. Although we are saddened to see him go, we certainly extend him best wishes.

I participated in TEMPO Milwaukee's Emerging Women Leaders' fall program. TEMPO Milwaukee focuses on furthering the impact of women leaders in the Milwaukee community by way of leadership, mentoring, and networking, while also creating a society in which women hold an equal place in leadership, policy, and decision making.

I attended a Grow Your Own Teachers meeting with the M^3 (MPS, UWM, and MATC) executive sponsors, Dr. Mone and Dr. Martin. This program has great potential in terms of our staffing needs.

I participated in the GE Community Service Day at Emerson Elementary School. The incredible generosity of GE and the more than 100 employees volunteering was a welcome change amidst the less positive news throughout our city. The various acts of kindness demonstrated by GE and these volunteers sent a strong message to our students, families, and staff that education is important and that our schools and students are valued.

I was present for a meeting at Goodwill Industries with Vincent Lyles, President and CEO of Boys and Girls Club of Greater Milwaukee, and Jackie Hallberg, President and CEO of Goodwill Industries of Southeast Wisconsin. We discussed integrated work-based opportunities that would include all three organizations — MPS, Boys and Girls Club of Milwaukee, and Goodwill Industries.

I met with MTEA, which is looking forward to the onboarding of Ben Ward, the new Executive Director of MTEA. While it is bittersweet seeing Lauren Baker move on, we wish her well in her retirement and look forward to working with Ben Ward.

I addressed the school leaders at North Division High School at the kickoff of the first Principal's Leadership Institute. We spent the day providing building leaders with strategies, resources, and tools to be successful for this upcoming 2017–18 school year. The two areas that I focused on included a presentation and discussion on the Academic KPIs and the Twelve Things That you Need to Know, as extracted from the most recent version of the Principals' Playbook.

I had the opportunity to meet, greet, and address the new school administrators during a special session hosted at the Junior Achievement offices. This is such an exciting time to share with these administrators the various programs, resources, and personnel available to support them as they embark on their new journey.

I had a meeting with Jonas Prising, CEO of Manpower. We discussed our partnership and ways to enhance our current relationship.

I participated in a business meeting with Dr. Vicki Martin and Eileen Schwalbach (former Mt. Mary president) about a new Bradley Tech opportunity. We are really making great strides with Bradley Tech, as the Bradley Tech Foundation recently received confirmation of a grant awarded for $216,000 from the Bucyrus Foundation, Inc., for the welding program.

My staff and I performed school walkthroughs at Vincent, River Trail, Madison, Webster, Morse, MacDowell, Milwaukee School of Languages, and Roosevelt. It was our goal to show students and their families a welcoming staff that is eager to assist, to clean facilities, and to provide proper resources to aid in successful student outcomes — all while demonstrating the finest MPS Proud spirit!

MPS staff and I joined Governor Scott Walker at the Wisconsin State Fair for the Blue Ribbon Auction. Students from Vincent High School's agriculture program showcased three sheep at the fair!

I attended a partnership event at Goodwill to celebrate Donald Driver's Thank You Fan Tour. He has been a great supporter of the district and our students.

I visited Hamilton High School, where I met with representatives of WISN-12 and the *Journal Sentinel* for interviews around the early school start calendar and school uniforms.

I joined a conference call for the Promise Neighborhood Grant application. This grant specifically targets children living in the most distressed communities of the United States. Should we become recipients, this grant would lend opportunity to improve academic and developmental outcomes considerably for our district.

I attended a meeting of the Milwaukee Succeeds Executive Committee at the Greater Milwaukee Foundation.

I hosted a meeting with Diane De La Santos, Executive Director of City on a Hill, and Judy Rauh about Removing Racial Residue.

I attended a Giving Galery Artist & Nonprofit Partner meeting, which included Ann Terrell (Executive Director of the MPS Foundation) and Eduin Fraga, who is a painter and has the task of expressing through his artwork the story of MPS. What an exciting time for MPS, since this is the Year of the Arts!

I held my first Superintendent's Central address of the school year. It was a very difficult opening, as I shared a moment of silence to honor the staff and students who passed since we last met; however, I was pleased to update staff on the great progress we are making as a district. We presented multiple staff with Superintendent Excellence Awards for their tremendous contributions to improving outcomes for students.

I met with the staff of the new Black & Latino Male Achievement department. There is an immediate nd urgent need to get this department completely functional and ready to service our greatest population of students in need — Black and Latino males. I am very confident this department is fully capable of handling the dire issues before them and this critical call to action. We also met with Aron Cross and the Boys II Men Group at Milwaukee High School of the Arts.

Events/Programs/Announcements

MPS Students created a mural celebrating diversity and music for display during the 50th Anniversary at Summerfest. The artists are all recent 8th-grade graduates who will be attending MPS high schools this fall, including Milwaukee High School of the Arts, Pulaski, Reagan, and Riverside. The project earned each student 20 hours of community service needed for graduation.

Gina Jorgensen, a veteran art teacher at North Division High School, reached out to Summerfest to create this unique opportunity for students. MPS is looking to continue this partnership with Summerfest and to seek new opportunities for future murals in other locations around the city. The district welcomes businesses to partner with schools as mentors and to develop unique opportunities. Information can be found at Adopt-a-School.

Students Complete High School in Summer Academy

Milwaukee Public Schools honored 167 students who completed graduation requirements during summer school and earned the right to wear caps and gowns. This year, MPS put a concentrated effort into summer high school, seeing it as a critical opportunity to ensure students have every chance to graduate and move on to college and career. A summer graduation ceremony recognizing their accomplishments was held July 28 at South Division High School.

This summer, MPS doubled the number of schools offering the summer high-school program and included Madison, Obama, Pulaski, Riverside, South Division, and Transition High Schools. Intensive outreach to students attracted those who could directly benefit from accelerated or recovery options. Offerings were increased and led to large-enrollment student success.

Students wore their school colors and accepted their diplomas from their own schools' principals at the large ceremony that was attended by family and friends.

Kohl's Donates Backpacks

Thanks to Kohl's, each student in four-year-old kindergarten in Milwaukee Public Schools will receive a backpack with school supplies. Nearly 200 Kohl's human resources associates volunteered to pack 10,000 backpacks that will be distributed to students during the first week of school.

Kohl's employees filled backpacks with crayons, pencils, glue sticks, folders, and more during the large-scale event. The backpacks come in an assortment of colors. School supplies will help ensure that all children have the tools they need to succeed in school and will reduce the need for teachers to pay for materials out of their own pockets.

MPS Uniform & Enrollment Fair

The MPS Uniform and Enrollment Fairs were held at South Division High School on July 15 and August 30 and at Vincent High School on August 5. Parents were able to enroll their children in school, try on uniforms, order uniforms from a variety of vendors, and discover school programs. A Kid Zone and refreshments were also provided.

Youth Apprenticeship Program

A new grant from the Wisconsin Department of Workforce Development will empower Milwaukee Public Schools to help more young people develop skills and experience to be successful in the workplace. The grant will grow the district's Youth Apprenticeship (YA) program to serve 250 students, up from 50 last school year.

The Youth Apprenticeship program provides MPS high-school juniors and seniors with paid, hands-on, work-based learning in high-skill/high-need industries so that they are better prepared for the careers of tomorrow.

Participating students may select from 11 career options approved by the Department of Workforce Development.

- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Art, Audio/Visual Technology and Communications
- Finance
- Health Science
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Science, Technology, Engineering and Mathematics Transportation, Distribution, and Logistics
- Marketing

Wisconsin's YA program was authorized by state statute in 1991 as part of a statewide School-to-Work initiative. The Governor's 2017-19 budget proposal sustains demand-based YA funding with the ability to increase program support.

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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 of the publication of this report, Senator Alberta Darling, co-chair of the State's Joint Committee on Finance, has indicated that the Committee, which has been meeting to discuss details of the Foxconn proposal, will proceed with the K-12 education portion of the budget during the week of August 28, 2017. Legislative leaders have indicated that, while the Senate and Assembly share similar goals, final details concerning the remaining portions of the budget have yet to be agreed upon.

The Department of Public Instruction has issued a letter to the Governor and legislative leaders which outlines timeline concerns relative to issuing funds to schools and school districts while the budget is delayed.

Parents, community members, and other K-12 education advocates met in August at the third-annual Wisconsin Public Education Network Conference. The levels of activity and interest at the conference reinforced the recent results of the Marquette University Law School Poll, which indicated that citizens in the state strongly support increased funding for Wisconsin's schools.

At the federal level, as the traditional August recess comes to a close, significant items, including the federal budget, remain on the agenda and will need to be attended to in the weeks ahead. The President's proposed budget includes a $9.2 billion reduction in funding for education.

(Item 2) Action on a Disallowance of Claim

Background

A Notice of Claim and Claim relating to reimbursement of student transportation expenses by the Milwaukee Public Schools has been served on the Milwaukee Board of School Directors by Andrew T. Phillips of the von Briesen & Roper, S.C., on behalf of Messmer Catholic Schools, Inc. The Claim seeks the following relief:

"1. Payment of damages for below statutory equation per pupil;
"2. Injunctive relief seeking a declaration of the appropriate equation for transportation compensation under Wis. Stats. § 121.55(1)(c);
"3. Reimbursement of the Claimant's costs, fees and expenses incurred in pursuing this claim; and
"4. Such other relief as may be necessary and appropriate and including, but not limited to, such relief as may be authorized and ordered by any court of competent jurisdiction should this claim not be resolved prior to the commencement of litigation."

The City Attorney, the Board's statutory legal counsel, has recommended that this Claim be disallowed. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six (6) months in which to bring suit.

This item has been noticed for executive session pursuant to Wisconsin Statutes, Section 19.85(g), which allows the Board to 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.

Recommendation

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

Consideration of this item was deferred 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

LGBT Supplier Diversity

1. Background

The Milwaukee Public Schools Historically Underutilized Business (HUB) program, which was adopted into policy on March 2, 1993, was created to aid, assist and protect, to the extent justified by evidence, the interests of historically underutilized business concerns in order to preserve free competitive enterprise and to ensure that a fair proportion of total expenditures is allocated for work to be done by HUB contractors and vendors.

HUB firms are for-profit businesses 51% controlled and owned by individuals who are socially and economically disadvantaged. Minority, Woman, HUB Zone, and Service-Disabled Veterans are currently recognized as allowable certification classifications for MPS HUB participation.

2. Update

Expanding HUB participation to the LGBT community demonstrates the District's commitment to equality and equity for all. MPS will join the ranks of national public and private corporate partners who have recognized the need for LGBTBE certification participation within their supplier-diversity programs.

The National Gay and Lesbian Chamber of Commerce (NGLCC) is the preferred certification agency, with a stringent application process that requires that the applicant provide supporting documentation verifying that the person meets the criteria for certification eligibility. Expanding the HUB initiative to include LGBTBE participation will work to increase the District's supplier-diversity outcomes and will foster an inclusive contracting environment.

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REPORTS OF STANDING COMMITTEES

Separate consideration having been requested of Item 3 of the Committee on Legislation, Rules and Policies – Action on a Request to Revise Administrative Policy 9.11, School Governance Councils, and to Create an Administrative Procedure 9.11, School Advisory Councils — by Director Miller, Director Bonds moved to approve the balance of the Committee reports.

The motion prevailed, the vote being as follows:

Ayes – Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain – 9
Noes – 0

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	Garry Levy	Boiler Attendant Trainee $32,863.74	07/10/2017
5	Laurette Amoroso	Nutrition Technician $35,964.00	07/13/2017
5	Scott Gleisner	Painter $30.07 per hour	07/31/2017
2	Denise Thompson	School Secretary I — 10-month $24,123.00	07/27/2017
2	Carmellett Westmoreland	School Secretary I — 11-month $25,472.00	07/28/2017
		Promotions	
2	Devona Blount	Central Kitchen Manager Assistant II $37,797.00	07/24/2017
5	Jacob Cordes	Laborer — Chargeman $30.40 per hour	07/10/2017

Ethnic Code	Name	Position and Salary	Date
4	Guadalupe Lopez	Payroll Assistant I $32,568.00	07/05/2017
4	Rebeca Areizaga	School Secretary I — 11-month $33,572.00	07/28/2017
5	Janet Kasprzak	Secretary II $41,000.00	07/05/2017
5	Mary Balistreri	Secretary II $39,405.00	07/12/2017

Action on Certificated Appointments

Codes	Name and Position	Division	Salary	Date
	Teachers			
5,nr	Beck, John Gen'l Elem & K8 — All Grades	B	$52,500.00	8/7/2017
5,r	Fritz, Mark School to Work	C	$62,508.00	8/7/2017
5,r	Hayes, Victoria Speech Pathology	B	$44,311.00	8/28/2017
5,nr	Korotev, Jayne Day-to-Day Teacher	B	$41,311.00	8/7/2017
5,r	Monaco, Joan IDEA — Speech Pathology	B	$62,508.00	8/7/2017
5,nr	Nelson, Emery Special Ed Multicategorical	B	$41,311.00	8/7/2017
2,r	Roberts, Keith Health & Phy Ed	C	$48,322.00	8/7/2017
5,nr	Rogall, Joseph Gen'l Elem & K8 — All Grades	B	$51,000.00	8/17/2017
5,r	Scholz, Axel Science	B	$41,311.00	8/7/2017
4,nr	Senske, Andrea Cat Math High	B	$41,311.00	8/7/2017
5,r	Wright, Peter Special Ed Multicategorical	B	$42,314.00	8/7/2017
5,r	Zelinski, Allison Special Ed Multicategorical	B	$41,311.00	8/7/2017
	Teachers — IB Calendar			
5,nr	Bart, Elizabeth Special Ed Multicategorical	B	$41,311.00	8/7/2017
5,nr	Bell, Courtney Foreign Language	B	$45,386.00	8/7/2017
5,nr	Koberstein, Anne Multicategorical Comp Sen	B	$41,813.00	8/7/2017
	Permit Teachers — IB Calendar			
5,nr	Gawlik, Aleksandra Special Ed Multicategorical	B	$41,311.00	8/7/2017
	School Social Workers			
5,nr	Bersch, Elizabeth Social Work	2A	$52,093.00	8/16/2017

Codes	Name and Position	Division	Salary	Date
5,nr	LeClair, Alanna Social Work	2A	$52,093.00	8/16/2017
	School Social Workers — IB Calendar			
5,r	Bretzmann, Jordan School Social Work	2A	$52,093.00	7/27/2017
5,r	McDermott, Peter School Social Work	2A	$52,093.00	7/27/2017
5,r	Veto, Emily School Social Work	2A	$52,093.00	7/27/2017
	School Psychologist			
5,nr	Brugger, Ashley School Psych Services	51C	$53,503.00	8/16/2017
5,nr	Calawerts, Stephanie School Psych Services	51C	$53,503.00	8/16/2017
3,nr	Chan, Kai School Psych Services	51C	$53,503.00	8/16/2017
5,r	Ferry, Matthew School Psych Services	51C	$53,503.00	8/16/2017
5,r	Korducki, Richard School Psych Services	51C	$85,293.00	8/16/2017
5,r	Kuiphoff, Jessica School Psych Services	51C	$55,003.00	8/16/2017
3,nr	Shah, Seema School Psych Services	51C	$53,503.00	8/16/2017
	School Psychologist — IB Calendar			
5,nr	Brooks, Julie IEP Teams	51C	$65,503.00	7/27/2017
5,r	Carter, Jennifer HS/MS Psych Services	51C	$53,503.00	7/27/2017
5,r	Kast, Erica HS/MS Psych Services	51C	$53,503.00	7/27/2017
5,nr	Meyer, Susan School Psych Services	51C	$62,000.00	7/27/2017
5,nr	Patterson, Jenessa School Psych Services	51C	$53,503.00	7/27/2017

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 2
(4) Hispanic 1
(5) White.....29
(6) Other 0
(7) Two or More Ethnic Codes 0
Males.....9
Females 24

* * * * *

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2017		
Elaine Everding	Fratney	08/28/2017
Lori Dingman	Vincent	08/28/2017
Illness Leave, May 2017		
Joanne Murphy	Engleburg	05/30/2017
Illness Leave, October 2017		
Danielle Schuh	Andrew Douglas	10/29/2017

Report on Certificated Resignations and Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	4.7	5	Laurie Anderson	Teacher	Morse	07/28/2017
Personal	9.0	5	Richard Annis	Teacher	Gaenslen	07/25/2017
Other Work	2.0	5	Carolyn Atwell	Teacher	Spanish Imm	08/01/2017
Personal	19.0	5	Jennifer Baciak	Teacher	Parkside	07/25/2017
Personal	8.0	5	Thomas Baker	Teacher	Meir	08/01/2017
Other Work	3.9	5	Eric Bakka	Teacher	Lincoln MS	07/27/2017
Retire	32.2	5	Kevin Berlin	Teacher	HS of the Arts	10/11/2017
Other Work	3.0	5	Kayla Bruss	Teacher	Thurston Woods	07/25/2017
Personal	0.5	2	Sabrina Catlett	Teacher	Marshall	07/28/2017
Other Work	6.8	5	Wendy Concha Beirs	Teacher	Greenfield	07/25/2017
Personal	19.5	2	Latasha Dawson	AP	Marshall HS	08/08/2017
Other Work	2.3	5	Michael Elrod	Teacher	Gaenslen	08/02/2017
Other Work	17.0	5	Amy Fialkowski	Teacher	Hawthorne	08/03/2017
Other Work	8.0	6	Daniel Fouliard	Teacher	Pulaski	08/05/2017
Other Work	15.0	4	Jose Frias	Teacher	Rufus King	07/28/2017
Other Work	1.0	5	Sarah Gabriel	Teacher	Bay View	07/10/2017
Personal	12.0	5	Cady Gill	Teacher	Central Svcs	07/31/2017
Personal	3.8	5	Morgan Grimes	Teacher	Grantosa	07/17/2017
Other Work	3.5	5	Torrey Lauer	Teacher	North Division	07/27/2017
Other Work	9.0	5	Kristin Lee	Teacher	Auer	06/30/2017
Personal	5.0	5	Jean Lein	Teacher	Central Svcs	08/31/2017
Other Work	21.0	5	David Long	Teacher	Rufus King	07/07/2017
Personal	0.5	5	Gena Lyon	Teacher	French Immersion	07/10/2017
Other Work	3.0	2	Joshua Mack	Teacher	Marshall HS	07/11/2017

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	8.5	5	Rebecca McCallister-Hall	Teacher	Greenfield	06/13/2017
Personal	10.0	5	Maggie McGinty	Teacher	Central Svcs	07/24/2017
Other Work	12.0	2	Lekynik Meyer	Teacher	French Immersion	07/31/2017
Personal	1.6	5	Amanda Munsch	Teacher	Morgandale	07/26/2017
Personal	3.0	4	Beatriz Pacheco	Teacher	Lincoln MS	07/25/2017
Personal	2.0	5	June Page	SSW	Central Svcs	07/10/2017
Personal	9.0	2	Krishana Robinson	Teacher	Bethune	07/26/2017
Other Work	0.3	5	Mary Roidt	Teacher	Central Svcs	07/12/2017
Personal	2.0	5	Lauren Rutter	Teacher	HS of the Arts	07/28/2017
Personal	9.7	4	Blanca Sanchez Walker	Teacher	Doerfler	07/17/2017
Other Work	3.0	5	Thomas Schadeberg	Teacher	Grantosa	07/13/2017
Other Work	3.4	5	Gregory Springman	Teacher	Lincoln Ave	08/16/2017
Personal	8.6	5	Shane Tendick	Teacher	North Division	08/02/2017
Personal	1.0	2	Reginald Thompson	Teacher	Bay View	06/30/2017
Other Work	8.7	4	Guadalupe Torres	Teacher	ALBA	07/11/2017
Retire	17.0	2	Margaret Wallace	Teacher	Lancaster	07/21/2017
Personal	15.0	5	Lisa Wolter	Teacher	Riley	08/11/2017
Other Work	0.7	5	Suzanne Zidek	Teacher	IDEAL	07/20/2017
			Classified Retirements			
Retire	29.3	5	Norah Zilisch	Teacher	New School	11/20/2017
Retire	26.4	2	Tim Belin	CHA	Marshall HS	07/02/2017
Retire	33.5	5	Judith Bentley	Gen Ed Asst	Hamilton HS	06/30/2017
Retire	49.8	5	Erwin Bukin	Proc Assoc	Central Svcs	07/05/2017
Retire	28.7	5	Elizabeth Fleming	Para	Riley	06/30/2017
Retire	31.8	5	Shirley Lakritz	Para	Kilbourn	07/07/2017
Retire	23.1	2	Milo Lee	Safety Asst	SS&A	07/02/2017
Retire	27.8	2	Delores Lenora	Safety Asst	SS&A	07/01/2017
Retire	16.2	5	Lois Mattias	BSH I	Victory	07/20/2017
Retire	13.5	2	Wendy Poole	BSH I	Webster	07/01/2017
Retire	12.5	2	Sharon Skinner	Manager	Central Svcs	07/01/2017
Retire	26.7	5	Mark Strzelecki	Roofer	Roofing Shop	07/01/2017
Retire	13.2	2	Shirley Turner	Analyst	Central Svcs	07/01/2017
Retire	23.6	5	Daniel Wescott	Engineer I	Neeskara	07/01/2017

Affirmative Action Report

The Affirmative Action monthly transaction report for July 2017 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 of Principals, 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.

Code	Name	Position	Salary
(4)(r)	Lisette Rodriguez Reed	Instructional Superintendent Office of the Chief of Innovation & Information	Schedule 03, Range 16A $116,816
(5)(r)	Lisa Haar	Coordinator III, Student Performance Office of the Chief of Innovation & Information	Schedule 03, Range 08A $92,575
(4)(r)	Jose Garcia Joven	Coordinator III, Student Performance Office of the Chief of Innovation & Information	Schedule 03,Range 08A $74,705
(2)(r)	Robin Pitts	Administrative Assistant III Office of the Chief of Human Resources	Schedule 03, Rage 03A $64,558
(5)(r)	Jessica Votava	Coordinator III, Student Performance Office of the Chief of Innovation & Information	Schedule 03, Range 08A $63,966
(5)(r)	Carrie Ludwig	Coordinator II, Building Operations Office of the Chief of Operations	Schedule 03, Range 07A $61,001
(5)(nr)	Ashley Skog	Coordinator I, Internal Communications Office of the Chief of Staff	Schedule 03, Range 06A $58,168
(5)(r)	Kim-Lien Callies	Analyst I, Financial Planning and Budget Office of the Chief of Finance	Schedule 03, Range 05A $51,682
(5)(r)	Mason Lavey	Analyst I, Financial Planning and Budget Office of the Chief of Finance	Schedule 03, Range 05A $51,682
(2)(r)	Angie Izard	Planning Assistant II Office of the Chief of Academics	Schedule 03, Range 01A $50,925.00
(2)(r)	Malaika Osei	Planning Assistant III College & Career Readiness Office of the Chief of Academics	Schedule 03, Range 02A $45,563
(5)(r)	Sarah Beck	Planning Assistant III College & Career Readiness Office of the Chief of Academics	Schedule 03, Range 02A $42,814
(2)(r)	Charmane Perry	Planning Assistant III College & Career Readiness Office of the Chief of Academics	Schedule 03, Range 02A $42,814
(2)(r)	Shariah Salahaladyn	Planning Assistant III College & Career Readiness	Schedule 03, Range 02A $42,814

Recommended Re-assignments

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

(2)(r)	Orlando Ramos	Principal on Special Assignment South Division High School Office of the Chief of School Administration	$132,434
(2)(r)	Lonnie Anderson	Manager III — Educator Effectiveness Office of the Chief of Innovation and Information	$117,898
(2)(r)	Robin Simpson	Assistant Principal III Marshall High School Office of the Chief of School Administration	$84,739
(2)(r)	Kimberly Haynes	Assistant Principal III South Division High School Office of the Chief of School Administration	$82,565
(5)(nr)	Glen Dawursk	Assistant Principal III Lynde and Harry Bradley Technology and Trade School Office of the Chief of School Administration	$81,514

(5)(r)	Kara Ippoliti	Assistant Principal III Milwaukee High School of the Arts Office of the Chief of School Administration	$81,514
(2)(r)	Johnny Parker	Assistant Principal I Starms Early Childhood/Discovery Learning Center Office of the Chief of School Administration	$75,960
(2)(r)	Damaris Ayala	Assistant Principal I Victory K8 and Milwaukee Italian Immersion School Office of the Chief of School Administration	$74,128

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):

Code	Name	Position	Salary and Dates
(5)(r)	Carl Czajka	Washer and Dryer Installer	$65.00
		Office of the Chief of Operations	7/1/17-9/30/17
(5)(r)	Susan Apps	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(2)(r)	Rose Carr	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(2)(r)	Beverly Conner	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(2)(r)	Thyra Handford	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Barbara Hart	Building Coordinator	$40.00
		Office of the Chief of Academics	7/24/17-12/22/17
(5)(r)	Joseph Hartlaub	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(nr)	Mary Kelley	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(2)(r)	Sharon McDade	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Virginia McFadden	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Susan Ratka	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(nr)	Thomas Reinke	Preventative Service Specialist	$40.00
		Office of the Chief of Academics	9/1/17-3/1/18
(5)(r)	Marybeth Sandvig	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Carol Stein	District IB/Advanced Academics Expansion Consultant	$40.00
		Office of the Chief of Academics	7/1/17-12/31/17
(2)(r)	Peggie Swift	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(2)(r)	Winifred Tidmore	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Annette Walters	Physical Therapist	$40.00
		Office of the Chief of School Administration	8/16/17-1/25/18
(1)(nr)	Linda Wandtke	Administrator Coach & Mentor	$40.00
		Office of the Chief of School Administration	7/1/17-1/1/18
(5)(r)	Barbara Anderson	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Payton Anderson	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Tuwania Anderson	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-2/7/18
(2)(r)	Lajuan Barnes	Academic Services for Expelled Students	$30.00
		Office of the Chief of Academics	8/14/17-2/14/18
(5)(nr)	Mae Beard	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18

Code	Name	Position	Salary and Dates
(5)(r)	Doris Bisek	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Cheryl Buckhanan	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(5)(r)	Geoffrey Carter	Academic Services for Expelled Students	$30.00
		Office of the Chief of School Administration	8/14/17-2/14/18
(5)(r)	Geoffrey Carter	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(5)(r)	David Caruso	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Beverly Cooley	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(5)(nr)	Sheryl Dufek	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(2)(r)	Dyonna Ferguson	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Gerard Fisher	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-2/7/18
(5)(r)	Karen Flanagan	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(nr)	Margaret Foerg	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(r)	Dale Garman	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Johnell Graham	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Mary Hall	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Karen Hampton	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Rozalia Harris	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(2)(r)	Janie Hatton	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Joyce Hopson	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Justine Hutchins	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Aquine Jackson	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-2/7/18
(2)(r)	Jan Johnson Carlyle	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(2)(nr)	Delores Jones	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(5)(r)	Debbie Karow	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(r)	Robin Kitzrow	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(5)(r)	Nicholas Lang	Percussion Specialist	$30.00
		Office of the Chief of School Administration	8/14/17-12/22/17
(1)(r)	Sylvia Leal	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(2)(r)	Christopher Levy	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(5)(r)	Therese Meurer	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(r)	Timothy Miller	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(r)	Colleen Munch	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18

Code	Name	Position	Salary and Dates
(2)(r)	Nobie Reed	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(5)(nr)	Carol Reiners	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-2/7/18
(2)(r)	Valerie Rivas	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Fred Royal Jr	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-02/07/18
(2)(r)	Linda Smith	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(nr)	Barbara Sonnenberg	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Lavonda Stewart Whitley	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(5)(r)	Robin Waeltz	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/4/17-2/4/18
(2)(r)	Nadine Williams	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Ouida Williams	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(2)(r)	Ouida Williams	Regional Attendance Liaison	$30.00
		Office of the Chief of School Administration	8/14/17-12/30/17
(2)(r)	Cortez Vanfelder	Independent Hearing Officer	$30.00
		Office of the Chief of School Administration	8/7/17-2/7/18
(5)(r)	John Zablocki	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	8/25/17-2/25/18
(5)(r)	Erin Dentice	Agriculture Program Coordinator	$28.25
		Office of the Chief of School Administration	9/1/17-12/31/17
(5)(r)	Steven Friedenberg	Violin Teacher	$25.00
		Office of the Chief of School Administration	9/1/17-12/31/17
(5)(nr)	Celeste Hoze	JETI Liaison	$25.00
		Office of the Chief of Academics	8/7/17-2/7/18
(5)(r)	Sarah Shinkle	Kindergarten Immersion Support	$25.00
		Office of the Chief of Academics	7/1/17-12/31/17
(2)(r)	Jacqueline Davis	Substitute Administrative Assistant	$21.00
		Office of the Chief of Human Resources	8/1/17-2/1/18
(5)(r)	Kevin McDonald	Intensive Support	$20.00
		Office of the Chief of Academics 5/30/17 to 6/12/17	
(5)(nr)	Karen Zeqiri	Contract Compliance Service Assistant Analyst	$20.00
		Office of Accountability & Efficiency	7/1/17-12/31/17
(2)(r)	Sharnece Nelson	Contract Compliance Secretary	$15.00
		Office of Accountability & Efficiency	7/1/17-12/31/17

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 Committee reports.

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(Item 3) Action on Request for Reinstatement with Extension of a Contract for Actuarial Consulting Services

Background

The Administration is requesting authorization to reinstate and extend the contract with Milliman, Inc., for actuarial consulting services. This contractor provides consulting services relating to the District's self-funded health plans. The Administration, on the basis of continuity, seeks to reinstate the expired contract for another term. The contract expired prior to an extension being completed; thus, a reinstatement reflects this occurrence and effectively restarts the agreement.

The original contract, which resulted from RFP 719, was authorized by the Board for a term of July 1, 2011, through June 30, 2016. The Board authorized an extension from July 1, 2016, through June 30, 2017. The Administration, on the basis of continuity, seeks to extend the contract for another term.

This contract extension will run from September 1, 2017, through June 30, 2018. The total cost of the contract in this extension year will not exceed $110,200.

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..

OBA-0-0-EMB-DW-ECTS (Employee Benefits — Contracted Services) $110,200

Milliman, Inc.

HUB Participation
- Required..... 8%
- Proposed 8%
- $ Value.....TBD

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

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board reinstate and approve the extension with Milliman, Inc., 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 4) Action on Recommended Plan of Audits and Report on District Risk-assessment Plan

Background

1. 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.

2. After the continuing and required audits have been determined, the next step in developing the annual audit plan involves using 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 audit objectives and anticipated resources required to complete each audit.

3. The proposed FY18 Annual Plan of Audits and District Risk Assessment have been completed and are being 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 shows how available days will be used to support the audit plan.

4. The proposed FY18 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 with corresponding days. This year's FY18 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, among others. Non-cyclic program evaluations could include reviews of immersion programs, bilingual programs, summer school programs, and benefits eligibility and a best-practices review of fixed-asset management, among others.

5. 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 for 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 Rule Statement

BG 2.12, Board Audits: Annual Plan and Coordination

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance-Audit Services will implement the FY18 Annual Plan of Audits and Risk-assessment Plan.

Committee's Recommendation

Your Committee recommends that the Board approve the FY18 Annual Plan of Audits 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 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; 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

State Contract Authorization to Purchase from Ewald's Hartford Ford, LLC, for Ford Vehicles Contract

The Administration is requesting authorization to utilize a state contract to purchase, from Ewald's Hartford Ford, LLC, seven Ford vehicles for use by the Department of Facilities and Maintenance. This purchase will be made under the State of Wisconsin's Contract #505ENT-M17-2017VEHICS-02.

The vehicles to be purchased are: six 2018 Ford Transit Connect Van XL LWB w/Rear Symmetric Doors (state contract bid item number F30) at $21,925.50 each, totaling $131,553; and one 2018 Fleet/Non-Retail F-150 4WD Regular Cab 122.5" XL F1E (state contract bid item number F36) at $26,250.50.

This will be a one-time purchase, and funds expended will not exceed $157,803.50.

Budget Codes MTN-0-0-VRP-11-ERVH (Vehicle Replacement – Construction Fund).....$150,000
FAR-0-0-MM2-DW-ECNC8 (District-wide Construction).....$7,803.50

Ewald's Hartford Ford, LLC

HUB Particpation
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

RFB 5754 Authorization to Enter into a Blanket Agreement with CDW Government LLC for Chrome Devices

The Administration is requesting authorization to enter into a blanket agreement with CDW Government LLC to provide Chrome devices. These Chromebooks, Chromeboxes, Chromebook service and Chrome operating system licenses will be used in schools to refresh current inventories and continue to decrease student-to-device ratios.

This vendor was chosen pursuant to RFB 5754. CDW Government LLC was the lowest-complying bidder.

This blanket agreement will run from September 1, 2017 through August 31, 2018 (the "Initial Term"), with the option of two additional one-year extensions if certain performance metrics are met. The total cost of the goods purchased will not exceed $4,995,560 during the Initial Term.

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 Particpation
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

Report on Change Orders in Excess of $25,000

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

Contract: C021121
Lamers Bus Lines, Inc.

In April 2014, as a result of RFP 844, the Board approved a contract with Lamers Bus Lines, Inc., for regular school-day bussing services. Subsequent extensions were authorized; the Second Extension was authorized

in the amount of $5,270,000. Due to the increase in route transportation needs throughout this school year, the contract was increased by $569,000 and reported to the Board in July. As this school year came to a close, the Office of Finance reviewed this contract and determined an additional $172,765.70 was necessary to reconcile outstanding payments.

Original Contract Amount (FY17)	$ 5,270,000.00
July Increase	$ 569,000.00
Increase	$ 172,765.70
Adjusted Contract Amount	$ 6,011,765.70

Routine Monthly Reports

The report on administrative and school fund transfers; report on contracts under $50,000 and cumulative total report; and report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational items, and no action is required.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Eighty-First Street School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Eighty-First Street School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Wedgewood Park Int'l Middle School	The Kula Foundation*	$5.57	Red Robin Donation
Brown Street School	Sam and Josh Malone	$3,296.00	Fifth Grade Donation
Bay View High School	Wisconsin Masonic Foundation	$1,000.00	Student Scholarship
Curtin School	Chipotle Mexican Grill	$133.48	School Education Support
Curtin School	Kohl's Department Stores, Inc.	$500.00	Curtin Art Fair
Lloyd Barbee Montessori	Kala Music	$2,280.00	Ukulele Giveaway
Hamilton High School	Primetime Tap LLC	$287.00	Football Equipment
North Division High School	Employ Milwaukee, Inc.	$3,750.00	Student Fees
	Total Monetary Donations	***$13,252.05***	
Non-Monetary Donations			
Franklin School	Quarles & Bradley	$564.93	School Education Support
Brown Street School	Gopher Sports	$1,000.00	Gopher Gift Card
Emerson School	Linda A. Gianni	$30.00	School Education Support
Forest Home Avenue School	Donors Choose	$1,040.16	Books
Forest Home Avenue School	Donors Choose	$650.81	Garden/Seeds Supplies
Hi-Mount School	Berean Family Worship Center Inc.	$892.80	8th Grade Completion Luncheon
Kilbourn School	Adopt-A-Classroom	$125.00	Gift Card
Kilbourn School	Labels for Education	$125.00	Gift Card
Manitoba School	Donors Choose	$693.57	Adaptive Seating
Mitchell School	Kiwanis Club of Milwaukee	$2,000.00	Reading Is Fundamental Program
King High School	Sam's Club	$50.00	Gift Card
	Total Non-Monetary Donations	***$7,172.27***	
	Total Value of Donations for August 2017	***$20,424.32***	
	****Donations from MPS Alumni***	***$5.57***	

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 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 6) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Material Purchase, and Recommendation of a Professional Services Contract

Background

Recommended for the Board's approval at this meeting are:

- Construction Contract:
  - Globalcom Technologies, a Division of Westphal, low bidder, to provide proximity-card access at the following locations:
    - Metropolitan (Alliance) High School, Hayes Bilingual School, Milwaukee Academy of Chinese Language, Auer Avenue Elementary School, Cass Street School, Golda Meir Gifted & Talented Elementary – Lower Campus, base bid ..... $ 82,256.00
    - Exit 3 at Hayes Bilingual School, mandatory alternate bid #1 ..... $ 2,400.00
    - Room #007 at Cass Street School, mandatory alternate bid #2 ..... $ 2,400.00

    Total cost of..... $ 87,056.00
- Material Purchase
  - Safety Rail Company, for fall-protection sytems on roof railings, from Environmental Code Compliance Funds, account code FAR 00 ECC DW ECNC (Project No. 3105, Work Order No. 266925), low bidder, base bid of..... $ 381,262.00
- Professional Services Contract (RFP #17006)
  - Natural Solutions LLC, for certified woodchip & landscape mulch supply & installation at all MPS sites, for contract period August 31, 2017-August 30, 2020, budget code EQM 00 MMP DW EMTC, not to exceed per contract year ..... $ 85,000.00

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:

- Total Construction Contract Requested ..... $ 87,056.00
- Total Material Purchase Requested..... $ 381,262.00
- Total Professional Services Contracts Requested, not to exceed per contract year..... $ 85,000.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented and material purchased.

Committee's Recommendation

Your Committee recommends that the Board authorize the construction contract, material purchase, 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.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

Background

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

- Arts at Large, Inc., for fine-arts educational programming, budget code varies by location using services $1,000,000
- Black Arts Think Tank, Inc., for fine-arts educational programming, budget code varies by location using services..... $ 350,000
- Milwaukee Children's Choir, Inc. for fine-arts educational programming, budget code varies by location using services ..... $ 350,000
- Tessa's Black Entertainment and Youth Center, Inc., for fine-arts educational programming, budget code varies by location using services..... $ 350,000
- Wisconsin Conservatory of Music, Inc., for fine-arts educational programming, budget code varies by location using services ..... $ 500,000
- Follett School Solutions, Inc., for library books and library materials, budget code varies by location ordering goods ..... $ 800,000
- Mackin Book Company, d/b/a Mackin Educational Resources, for library books and library materials, budget code varies by location ordering goods..... $ 800,000
- Marquette University for cognitive-growth and supportive services for students at behavioral reassignment schools, ARC-0-0-AGN-1S-ECTS..... $ 240,480

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 8) 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:

- MIND Research Institute for ST Math licenses, SYS-0-0-INR-RH-ECTS ..... $ 261,000
- The College Board for PSAT assessments, SYS-0-0-AMT-RH-ECTS ..... $ 78,510
- Smiths Detection, Inc., for service and maintenance of x-ray machines, varies by location using services ..... $ 51,084
- Wisconsin Community Services, Inc., for behavioral-improvement and supportive services for behavioral-reassignment and expelled students, SSV-0-0-SDS-SN-ECTS (Student Services — Contract Services) ..... $ 198,540.63

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 purchase orders will be issued and 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 9) Action on a Request to Amend the Resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase II) in the 2017-18 through 2036-37 School Years

Background

In 2009, Wisconsin Act 28 created the Energy Efficiency Exemption (EEE) for projects to be completed within the fiscal year. In 2011, this law was modified to include the following specifications:

1) the project must result in the avoidance of, or reduction in, energy costs or operational costs;
2) the project must be governed by a performance contract entered into under Wis. Stat. §66.0133; and
3) the levy may be used to repay the bonds or notes issued to finance the project, if any are to be issued for periods not exceeding 20 years.

In March 2016, the Board approved Johnson Controls, Performance Services, and Trane as pre-qualified energy-service contractors for the design, engineering, project management, and implementation of the replacement of large capital-costs items in accordance with §66.0133, Energy Savings Performance contracting, as referenced in the Revenue Limit Exemption for Energy Efficiency, Wis. Stat. §121.91(4)(o).

In June 2016, the Board approved a contract with CESA #10 to provide owner's representative services for performance-contracting energy savings and infrastructure-improvements projects.

In May 2017, the Board approved entering into a three-year performance contract under Wis. Stat. §66.0133 with Johnson Controls, a two-and-a-half-year performance contract under §66.0133 with

Performance Services, Inc., and a three-year performance contract under §66.0133 with Trane U.S., Inc., for $34.3 million of energy-efficiency Phase II projects at 26 school sites.

On May 25, 2017, the Board passed the resolution to exceed the Revenue Limit for Energy-Efficiency Projects (Phase II) in the 2017-18 through 2036-37 school years based on estimated debt-service payments in compliance with Wis. Stat. §121.91(4)(o)(1m).

In June 2017, $34.6 million in RACM Lease Revenue Bond proceeds was received to fund the $34.3 million of energy-efficiency Phase II projects and $0.3 million of related cost of issuance. The Bonds have a total term of approximately 19.5 years, with all bonds to be repaid by November 15, 2036.

With the bonds funding the Energy-Efficiency Projects (Phase II) now issued, an amendment to the resolution passed on May 25, 2017 is required to reflect the final actual debt-service payments vs. the previously estimated debt-service payments.

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

Adoption of the Amended Resolution to Exceed the Revenue Limit for Energy-Efficiency Projects (Phase II) provides funding for the corresponding debt-service payments in compliance with Wis. Stat. §121.91(4)(o)(1m) based on final actual debt-service payments vs. the previously estimated debt-service payments.

Implementation and Assessment Plan

Wis. Stat. §121.91(4)(o)(1) allows a school board to adopt a resolution to exceed the revenue limit in any school year by the amount spent by the school district in that school year on a project to implement energy-efficiency measures or to purchase energy-efficiency products, including the payment of debt service on a bond issued to finance the project, if the projects results in the avoidance of, or reduction in, energy costs or operational costs, the project is governed by a performance contract entered into under Wis. Stat. §66.0133, and the bond obtained to finance the project is issued for a term not exceeding 20 years. If so adopted, the resolution is valid for each year in which the school board pays debt service on the bonds.

Wis. Stat. §121.91(4)(o)(3) requires that, when a school district issues bonds to finance such projects as described above and utility costs are measurably reduced as a result of the project, the school board shall use the savings to retire the bonds.

As a matter of best practice, the Board should adopt the Resolution for Revenue Limit Exemptions for Energy Efficiencies when entering into performance contracts, as referenced in Wis. Stat. §66.0133, and when future utilization of the Revenue Limit Exemption for Energy Efficiencies under Wis. Stat. §121.91(4)(o) is expected. Board-approved resolutions must be passed by October 1 of the school year in which a revenue-limit exemption is sought.

Committee's Recommendation

Your Committee recommends the Board pass the Amended Resolution for Revenue-Limit Exemption for Energy Efficiencies, 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.

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1718R-002 Regarding Limited-Term Employees (LTEs)

Background

At its June meeting, the Board referred Resolution 1718R-002 by Director Bonds to its committee on Legislation, Rules and Policies:

WHEREAS, Administrative Policy 6.37, Limited-Term Employment (LTE) Positions, states that "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"; and

WHEREAS, The Milwaukee Board of School Directors evaluates the effects of its administrative policies and the manner of their execution, as well as the routine operation of the schools, by such means as observation, special studies, audits, and periodic reports by its administrative officers; and

WHEREAS, A review of LTE data by the Office of Accountability and Efficiency has found that:

- over $11 million has been spent on LTEs since FY13;
- Nearly 50% of the 235 currently active LTEs are MPS retirees; and
- a dozen individuals have earned over $100,000 as LTEs; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and bring back to the Board for its approval an update to Administrative Policy 6.37 that is to incorporate, but not necessarily be limited to, the following policy additions:

- a semi-annual reporting requirement that lists all active LTE employees, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE;
- inactivation of an LTE's active-pay status upon completion of the payroll activity corresponding to his/her LTE contract's end date; and
- a proposed uniform hourly rate for MPS retirees hired as LTEs; and be it

FURTHER RESOLVED, That any policies or procedures needing updates or revisions to reach full alignment with the additions above be brought back to the Board for referral no later than the September 2017 Board cycle.

Since that time, the Administration has collaborated with the Office of Accountability and Efficiency to draft the response to the resolution.

While limited-term employees (LTEs) have served an important role for the district in many areas such as filling temporary gaps of expertise, supporting staff transitions due to unexpected departures and supporting large-scale initiatives, the Administration is cognizant that, per Administrative Policy 6.37, such positions are to fill short-term areas of need and generally should not exceed one year.

The Administration is in agreement with the intent of the resolution and is recommending its adoption with minor amendments.

The first adjustment applies to a uniform hourly rate for MPS retirees: It would be difficult to operate with a uniform hourly rate for MPS retirees hired as LTEs, as there are distinct differences in the levels of difficulty and challenges in the services that are being provided by LTEs. Compensation needs to be commensurate with the job duties assigned to the LTEs, and the policy revisions will reflect this.

The second adjustment relates to inactivation of an LTE's active-pay status after 30 calendar days subsequent to the completion of payroll activity corresponding to the LTE contract's end date. This allows for those situations in which it has been determined that a particular LTE may continue in order to complete an assignment.

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 Administration will move forward with completing the necessary adjustments to Administrative Policy 6.37, Limited Term Employment (LTE) Positions.

Committee Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-002 by Director Bonds as amended below.

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and bring back to the Board for its approval an update to Administrative Policy 6.37 that is to incorporate, but not necessarily be limited to, the following policy additions:

- a semi-annual reporting requirement that lists all active LTE employees, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE; and
- inactivation of an LTE's active-pay status after 30 calendar days subsequent to the ~~upon~~ completion of the payroll activity corresponding to his/her LTE contract's end date; and be it
- ~~a proposed uniform hourly rate for MPS retirees hired as LTEs; and be it~~

FURTHER RESOLVED, That any policies or procedures needing updates or revisions to reach full alignment with the additions above be brought back to the Board for referral no later than the September 2017 Board cycle.

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

* * * * *

(Item 2) Action on a Request to Adopt Resolution 1617R-006 by Directors Bonds and Harris to Develop an MPS Equity Policy; to Approve Amendments to Administrative Policy 1.01,Vision, Mission, Core Beliefs, and Goals; and to Approve the Creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity

Background

In October 2016, the Milwaukee Board of School Directors referred Resolution 1617R-006 by Directors Bonds and Harris to the Committee on Legislation, Rules and Policies:
Resolution 1617R-006

WHEREAS, The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies; and

WHEREAS, The Milwaukee Board of School Directors believes that equity in education is about inclusiveness and social justice and must not be confused with the principles of equality, which dictate that all students are to be treated the same; and

WHEREAS, It is the equitable, rather than equal, allocation of resources that will maximize the academic achievement of every child; and

WHEREAS, Education is a major — if not the major — pathway by which our students may become healthy, prosperous adults, nurturing parents, and productive citizens, and, therefore, the foundations of a more equitable and just society rest strongly upon the principles of educational equity; and

WHEREAS, Every student can learn at the highest levels when all staff provide equitable access and opportunity for learning, and hold every student to high expectations; and

WHEREAS, In order to break the predictive link between demographics and student achievement, and to ensure that our students have access to the highest-quality education possible, the District must apply the principle of equity to all of its policies, programs, operations, and practices and ensure that all students have access and opportunity to high-quality education; and

WHEREAS, It is the moral imperative of the District to eliminate disparities and to prepare all its students to be college-and-career-ready; and

WHEREAS, The Milwaukee Board of School Directors believes that equity can be achieved only by putting processes in place which help students overcome socio-economic barriers that may prevent them from attaining their full potential; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop and bring back to the Board for its approval by May 2017 an administrative policy addressing equity in education in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this new educational equity policy is to incorporate, but not necessarily be limited to, the following components:

- the use of data, disaggregated by race, ethnicity, language, special educational needs, gender, sexual orientation, socioeconomic background, and mobility rates (when available), to inform all decision making within the District;
- the creation and nurturing of an inclusive and welcoming environment for all students, families, and staff;
- the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support services, to include any necessary differentiation of resource allocations;
- the recruitment, hiring, and retention of high-quality personnel who reflect student demographics at all levels of the District;
- the assignment of personnel at all levels of the District to support and to promote culturally responsive practices and delivery of services;
- the identification of culturally biased instructional materials, assessments, and pedagogies that result in achievement disparities;
- the incorporation into decision making of the voices and perspectives of students, families, and communities that reflect student demographics; and
- the assurance that the District's Strategic Plan embraces the principle of equity as a key feature of the District's mission and goals and defines measureable outcomes in achieving the goal of ensuring that students are prepared for college and careers; and be it

FURTHER RESOLVED, That, in developing this educational equity policy, the Administration seek the input of a broad spectrum of stakeholders, including — but not necessarily limited to — school leadership, community-based and faith-based organizations, special needs advocates, student advocacy groups, parent groups, minority rights advocates, LTGB rights organizations, and legal experts in the area of equity.

The Administration is wholeheartedly in agreement with the intent of the resolution and is recommending its adoption.

Using the resolution 1617R-006 and equity policies from similar school districts, a subgroup of the Equity Commission drafted the district equity policy. Throughout the 2016-2017 school year, the equity policy was vetted with various MPS stakeholders, including the District Advisory Council (DAC), the Superintendent's Student Advisory Council, school leaders, the MTEA President, over 200 teachers, senior leadership team members, and community members. The Administration also worked with the Office of the City Attorney on finalizing the proposed policy.

There are multiple components of the equity policy and procedure. First, the policy & procedure establish common definitions for the key terms of equality, equity, equity lens, and culturally responsive practices.

Second, the policy sets guiding principles which highlight the importance of strengths-based mindsets, equitable distribution of support and resources, and the emphasis that all students will learn.

Third, the policy provides specific goals for the district around the areas of reflection, awareness-building, data- and research-based decision making, the incorporation of stakeholder voice, the support of equitable leadership practices, equitable access to high-quality and culturally responsive services and resources, and the recruitment, employment, and support of a diverse workforce.

Fourth, the procedure contains a comprehensive set of implementation points that highlight the requirements for creating and maintaining equity throughout the district. These points include equitably distributing resources based on needs, bolstering equitable access to co-curricular and extra-curricular services, developing and applying best practices for reducing student opportunity gaps, recruiting and retaining a diverse district staff, standardizing data-based decision-making, fostering culturally responsive practices through professional development, and including student, parent, and community voice in district decision-making.

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

Implementation and Assessment Plan

Implementation/next steps are as follows: The Administration will develop a comprehensive guidance document that will detail the practices necessary for carrying out the policy. The guidance will also detail the monitoring and evaluation that will occur in order to assess equity throughout the district. Stakeholders from all areas of the district will be involved in the creation of this guidance document.

Committee Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 1617R-006 by Directors Bonds and Harris to Develop an MPS Equity Policy;
2. approve the amendments to Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, as presented; and
3. approve the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity, as detailed below.

ADMINISTRATIVE POLICY 1.01
VISION, MISSION, CORE BELIEFS, AND GOALS

(1) VISION

Milwaukee Public Schools will be among the highest-student-growth school systems in the country. All district staff will be committed to providing an equitable educational environment that is child-centered, supports achievement, and ~~respects~~ embraces ~~-~~diversity. Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all. Relevant, rigorous, and successful instructional programs will be recognized and replicated. The district and its schools will collaborate with students, families and community for the benefit of all.

(2) MISSION

Milwaukee Public Schools is a diverse district that welcomes all students, preparing them for success in higher education, post-educational opportunities, work, and citizenship.

(3) CORE BELIEFS

a) Students come first.

b) Wherever students are learning is the most important place in the district.

c) Educators and school staffs have high expectations for all students and provide the foundation for their academic success.

d) Leadership, educator development and child-driven, data-informed decision making are keys to student achievement.

e) Equity drives all district decision-making.

f) Involved families are integral to increasing student achievement.

g) Student voice is encouraged and respected.

h) Quality community partnerships add value.

i) Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students.

j) Central Services supports student achievement, efficient and effective operations, and student, family, and community engagement.

k) Public education provides the cornerstone to American democracy.

(4) GOALS

a) Academic achievement

b) Student, family, and community engagement

c) Effective and efficient operations

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ADMINISTRATIVE POLICY 1.06
EQUITY IN MPS

BACKGROUND

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

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

DEFINITIONS

1. Equality is defined as a uniform distribution of district resources, supports, and opportunities.

2. Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

GUIDING PRINCIPLES

1. Achieving equity may require an unequal distribution of resources and services in order to ensure all children have an equal opportunity to a free and appropriate public education.

2. Illuminating the strengths of students, staff, families, and community members to eliminate implicit and explicit deficit thinking.

3. Developing a school system in which all students receive the support and resources they need to become successful.

4. Prioritizing the use of equitable practices at all levels of district leadership.

5. Utilizing practices that respect the reality that all students will learn.

EQUITY GOALS

1. Milwaukee Public Schools will create a district-wide culture of reflection and awareness-building.

2. MPS will cultivate a district-wide culture of data-and research-based decision making.

3. MPS will incorporate student, family, and community voices in decision making district-wide.

4. MPS will be a system that supports equitable leadership practices district-wide.

5. MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.

6. MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.

POLICY

Administrative Procedure 1.06, Efforts to Achieve Equality, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals.

MONITORING AND EVALUATION

Annually in June, the Administration shall provide a report to the Board that provides the extent of progress in fulfilling the Equity Goals. The report shall include data and research that supports the District's efforts to achieve equity, as appropriate.

GUIDANCE

To guide the implementation of this policy, the Administration shall develop and publish a guidebook of best practices. This guidebook shall be reviewed and revised annually after the report has been provided to the Board.

ADMINISTRATIVE PROCEDURE 1.06
EFFORTS TO ACHIEVE EQUITY

DEFINITIONS

In addition to the definitions in Administrative Policy 1.06, the following definitions will be used:

Equity Lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally Responsive Practices is defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

IMPLEMENTATION

To ensure an equitable allocation of district resources and to achieve the district's equity goals, the following practices are hereby implemented:

1. The District shall monitor and evaluate the individual needs of schools and distribute resources and effective personnel based on those needs.

2. The District shall work to provide all students with equitable access to co-curricular and extra-curricular activities, social services, tutoring, enrichment opportunities, and special programs.

3. The District shall identify, develop, and apply best practices for which there is evidence they have made a positive difference for individual students and groups of students in order to reduce prevalent and persistent learning outcome gaps.

4. The District shall work to recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.

5. The District shall create a standard system of practice for examining and using data and research to empower mindsets about students' ability to learn rather than reinforce deficit thinking.

6. The District shall work to train all employees to use an equity lens to analyze and reflect on data collected by the District.
7. The District shall work to train all employees in culturally responsive practices and to give all employees opportunities for professional development that will further establish a culture of collaboration and equity.
8. The District shall work to give all staff and students opportunities to understand cultural identity and the impact of their own cultural identities on themselves and others.
9. The District shall welcome and empower students and families, including underrepresented families and those whose first language may not be English, as essential partners in students' education, school planning, and district decision making.
10. The District shall engage other partners who have demonstrated culturally-specific expertise, including government agencies, non-profits, community based organizations, and businesses, in meeting our educational objectives.

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

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(Item 3) Action on a Request to Revise Administrative Policy 9.11, School Governance Councils, and Create an Administrative Procedure 9.11, School Advisory Councils

On June 29, 2006, the Board approved revisions to Administrative Policy 9.11, School Governance Councils. Schools have operated under these policy requirements for the past 11 years, working to incorporate viewpoints from various stakeholder groups in school decision making.

The revisions in this item are proposed in an effort to simplify the policy and to create a new accompanying procedure to assist schools in a standard of care for implementation of councils.

The feedback process on revisions took place for over a year, starting with parent coordinators sharing feedback on behalf of families. Then discussions were held directly with family representatives at a full District Advisory Council meeting after they had a month to review with families at their schools. A focus group of school leaders and community members was pulled together for their insight, and relevant Central Services departments had an opportunity to provide feedback.

The resulting recommendations and newly created procedure are intended to set a minimum standard of care, while allowing for school-by-school individualization as appropriate.

As contained in the and newly created procedure below, the Superintendent will designate a designee responsible for oversight of the councils' operations and for ensuring the minimum standard of care. The district's Family and Community Engagement Specialist will serve in this role.

This policy and procedure work to facilitate collective impact at each school by making it easier to engage key stakeholders in collaborative decision making.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will publish the revised policy and newly created procedure. The Administration will implement professional development and training on the new policy and procedure for school leaders, parent coordinators, and family leaders, as well as put in place accountability systems to ensure that a minimum standard of care is met across the district.

Committee Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 9.11, School Governance Councils, and approve the new Administrative Procedure 9.11, School Advisory Councils, as presented below:

ADMINISTRATIVE POLICY 9.11
SCHOOL ~~GOVERNANCE~~ ADVISORY COUNCILS

(1) ~~PREAMBLE~~ PURPOSE OF SCHOOL ADVISORY COUNCILS

a) ~~It is the policy of the Milwaukee Board of School Directors to endorse and support parent, staff, student, and community involvement in school governance~~. It is the intent of the Milwaukee Board of School Directors that every school ~~will~~ have a school ~~governance~~ advisory council that enables ~~parents~~ families, ~~school~~ staff, students (when appropriate), and community to work ~~together in facilitating quality educational plans that engender continuous improvement of~~ to support and inform shared leadership, equity and cultural relevance resulting in increased student achievement. ~~It is the responsibility of the school leader to develop and maintain effective organizational structures and processes for advisement in each school in conjunction with its school governance advisory council.~~

b) ~~The following guidelines are designed to facilitate the development and operations of school governance councils~~ Any specific procedures and processes for operations of school advisory councils not contained in this Administrative Policy shall be determined by the Superintendent of Milwaukee Public Schools or designee.

~~(2) PURPOSE OF SCHOOL GOVERNANCE COUNCILS~~

~~The purpose of a school governance advisory council is to provide a forum for parents, teachers, community members, students, and school leaders to work together in providing continued analysis and improvement of public school policies, curriculum, educational plan goals, and general student well being. the council shall also be a clearinghouse for information collected from outside organizations, including student groups, parent teacher groups, teacher associations, etc. the council's decision making authority is advisory with respect to all duties, powers, and responsibilities, with the sole exception of the council's authority and responsibility to submit a cover letter with its school's annual budget and the school's annual educational plan. Council participation shall be on a voluntary basis via a school based election process. Councils are not intended to replace parent organizations.~~

(2) OPERATIONS OF SCHOOL ADVISORY COUNCILS

a) It is the responsibility of each school's leader to, in conjunction with their school advisory council, develop and maintain an effective and equitable organizational structure that includes a process of advisement on school matters.

b) The council shall also be a clearinghouse for information collected from outside organizations, including student groups, parent-teacher groups, teacher associations, etc.

c) The council's authority is advisory with respect to all duties, powers, and responsibilities, with the sole exception of the council's authority and responsibility to submit a signature page with its school's annual budget and the school's annual educational plan.

d) Council participation shall be on a voluntary basis via a school-based nomination or election process, with the exception of school leaders and parent coordinators who have membership as part of job expectations.

e) Councils do not replace the need for schools to establish parent organizations in accordance with Administrative Policy 1.03, Parent Empowerment.

f) The council shall have at least seven (7) meetings during the school year – September, October, November, January, February, March, and April, though more may be scheduled at the request of the council or school leader.

(3) SCHOOL GOVERNANCE ADVISORY COUNCIL MEMBERSHIP

(a) School ~~governance~~ advisory council membership shall include at least 51% ~~parent~~ family and community representation, with at least three (3) family representatives, ~~at least one student at the middle (including K-8 schools) and high schools, community representatives, staff members, and the school leader. The size of the school governance council will be based upon a percentage of total student enrollment at a given school.~~

~~1. The number of council participants shall equal one percent (1%) of the total student enrollment, or a minimum of nine (9) members, including the school leader; however, the size of the council may exceed 1% where desired by the individual school.~~

~~2. If the percentage results in an even number of participants (e.g., 1,100 students x 1% = 11 + school leader = 12 members), the number of participants shall be increased by one member (e.g., 12 + 1 = 13 members).~~

(b) School advisory councils must have a minimum of eleven (11) members with at least one middle/high school student representative unless a school does not have middle or high school grades, then a nine (9) member minimum must be maintained, including the school leader and parent coordinator. However, the size of the council may be larger so long as at least 51% of the council is made up of family and community representatives.

(c) A nomination or election process will be held each year as needed to fill open positions. This process shall be guided by Administrative Procedure 9.11.

(d) In accordance with Administrative Policy 2.12, membership of all advisory groups shall be representative of the communities to be served. School advisory councils shall strive to ensure their membership is representative of the student population.

~~(b) Members shall be defined as follows:~~

~~1. Parent: A parent is a person at least 18 years of age who is the natural, adopted, or stepparent of a child enrolled or about to be enrolled in the school at which the council serves, and includes those people acting as legal guardian or registered custodian of the child, such as grandparents. A parent who is also a paid employee of his/her child's school shall not serve in the capacity of "parent member" on the council, but may serve as a teacher representative or support staff representative.~~

~~2. Teacher/Support Staff: All teachers and support staff are eligible to participate on the council in this category.~~

~~3. Student: A student enrolled at a school with a middle school component (grades 6-8) or high school at the time of the election process is eligible to serve on the council for that particular school.~~

~~4. Community Member: Any resident of the City of Milwaukee is eligible to serve on a council.~~

~~5. School leader: The school leader or employee serving as the leader of the school shall serve on its council.~~

~~(c)~~(e) There ~~are to~~ shall be a good-faith effort~~s~~ to secure representation; however, a school ~~governance~~ advisory council will continue to function even if full representation cannot be achieved. Every effort will be made to ensure that each school ~~governance~~ advisory council has full representation.

~~(d)~~(f) Even though representatives will be selected from various categories (e.g., ~~parents~~ families, ~~school~~ staff, students, ~~business,~~ community), it is the responsibility of every member on the school governance advisory council to communicate with, and represent, all segments of the school population.

~~(4) SCHOOL GOVERNANCE COUNCIL ELECTIONS MEMBERSHIP~~

~~Members will be selected through a fair and open election process. Each constituent group (parents, teachers, non-certificated staff, students) will oversee the process for electing school governance council representatives. The process for the election of representatives will be as:~~

~~(a) Parent Representatives~~

~~1. Every year, no later than the third week of March, the school leader/designated administrative leader of each school shall mail, via first class postal service, information sheets regarding the school governance council and the school election timeline to all households of the school's student body (one mailing per household) for the purpose of soliciting parent/guardian nominations for Council membership. Parents who are interested in serving on the council shall complete a ballot information sheet and return it either by mail or in person on or before April 15. All eligible parents shall be included on the ballot.~~

~~2. The ballots (bearing a specific logo) shall be mailed via first class postal service to all parents during the first week in May, with all of the nominees listed. Ballots shall be numbered sequentially for accountability~~

~~purposes only. In addition, the school leader/designated administrative leader is to plan an open meeting for nominees to speak relative to their candidacy for election to the council. Parents shall return either in person or by mail the completed ballots to the school on or before May 31. The number of parents to be elected shall be at least 51% of the total number of participants on the council.~~

~~3. Two members of the established parent group will assist the school leader with the counting of the parents' ballots.~~

~~4. A record of the number of votes for each candidate shall be maintained at the local school until the end of the following school year. In the case of resignation, recall, or death, a parent member shall be replaced by the runner-up candidate not elected to the council the previous election period.~~

~~(b) Teacher/Staff Representatives~~

~~The faculty and support staff at a given school shall be responsible for selecting its representatives to the council. Selection shall be completed on or before May 31.~~

~~(c) Student Representatives~~

~~Schools with grades 6-8 (middle and K-8) and high school student representatives of the council shall be elected by the student body through existing student government procedures. If no student government exists, students shall be permitted to campaign for the position of Council representative at a general assembly of the student body, and the student body shall make their selection by voice vote or ballot during the general assembly.~~

~~Community Representatives~~

~~Community representatives interested in participating on the council shall make their interest known at the open meeting held for parent nominations, although community members shall not be selected by the public at large. Community representatives shall be elected at the first meeting of the incoming Council held at the beginning of the new school year.~~

~~School leader Representatives~~

~~The school leader of the school is entitled to automatic participation on the council at that school.~~

~~(5) SCHOOL GOVERNANCE COUNCIL ELECTIONS PROCESS~~

~~Following the initial election process, the council shall manage the election process.~~

~~The school governance council must be in place by the end of September each school year. The term of office for the smallest number greater than half of the council shall be elected for two (2) years at the first election. All other members of the council shall be elected for a one year term at the first election. All Council members thereafter shall be elected to two year overlapping, staggered terms. The candidates receiving the fewest votes serve 1 year terms after the first election. All candidates thereafter will serve two year overlapping, staggered terms.~~

(~~6~~4) AUTHORITY AND RESPONSIBILITIES OF SCHOOL GOVERNANCE ADVISORY COUNCILS

(a) School ~~governance~~ advisory councils are empowered and limited in function by policies and procedures adopted by the Milwaukee Board of School Directors. If current policies and procedures, ~~contracts~~, or laws and regulations~~, or district agreements~~ impede ~~a school's restructuring process or strategic planning,~~ the work of the council, the school leader will request assistance from the Superintendent's designee. The Superintendent's designee will work with appropriate central services personnel to assist the school advisory council. ~~obtain the support of the appropriate Central Services personnel to assist the school governance council with requests for adjustments, waivers, or memoranda of understanding from the appropriate body. School governance councils shall not discuss wages, hours, or working conditions unless a bargaining unit waiver has been secured. The Division of Labor Relations will assist schools in securing requested waivers.~~

(b) The role of the school leader in terms of authority and responsibility for school management is not changed by this policy. Ultimately the school leader is responsible and accountable to the Superintendent. The intent of this policy is to provide school leaders with access to an advisory group that is representative

of the school community to ensure a collective vision for the school and on strategies to support student achievement and school improvement.

(c) The Milwaukee Public Schools' Code of Ethics applies to all employees. ~~Non-employees~~ All school advisory council members will be required to sign a statement that they understand and acknowledge their conflicts of interest and will not participate in advisement which represents a conflict of interest. ~~School governance councils shall establish procedures to be followed by members to ensure that conflicts of interest are prevented.~~

(d) Service on school advisory councils is voluntary with the exception of the school leader and parent coordinator. No other members of school advisory councils are to receive compensation for their service.

(~~d~~) (e) ~~All newly elected council members will participate in inservice/training sessions. Related costs for these sessions shall be funded by local school funds. Inservice/training sessions will focus on the development of quality educational programs and high standards with respect to team building, school policies and procedures, increasing parental involvement, consensus building, leadership skills, financial procedures (audits, budgets), committee work, and other issues that affect student achievement. Common documents (cover letters for the schools' annual educational plans and annual budgets, formats for agendas and written records of council meetings, etc.) will be developed by the Office of the Deputy superintendent – Operational Leadership.~~ Training for school advisory council members will be provided annually by the District Advisory Council on the first Thursday in October.

(~~e~~) (f) The Administrative Procedure 9.11 shall serve as a minimum standard for schools in the operation of school advisory councils. ~~School governance councils shall develop and publish their own bylaws. Bylaws shall be guided by the principles of the Open Meetings Law, and all meetings shall be open to the public unless permitted to be closed under the law. The Department of Human Resources, in consultation with the Office of the City of Attorney, shall provide assistance in this regard. The definition of a meeting shall be included in each school's bylaws and shall be consistent with the Open Meetings Law definition. Written records for all school governance council meetings shall be taken at each council meeting and maintained in one binder. Minutes shall be on file and available for review at each school.~~

(~~f~~) (g) ~~Council authority and responsibilities will be advisory as referenced below~~ School advisory councils will provide feedback and insight to school leaders on the following items throughout the year:

~~1. The council shall participate in the selection and evaluation of school staff in a manner consistent with federal and state statutes, Board policy, and collective bargaining agreements. Members of school governance councils shall interview and recommend school leader appointments to the superintendent in a manner consistent with Administrative Policy 6.23: "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."~~

1. Academic Achievement: Discussing and reviewing the success of school improvement strategies.

2. Student, Family & Community Engagement: Providing voice for families, community, students and staff on major school decisions (i.e. school uniforms, school-wide activities, parent-teacher conferences, etc.) and how to best be involved and support student achievement.

~~2~~. 3. ~~The council shall participate in the development of the annual school educational plan and~~ Effective and Efficient Operations: Discussing the utilization of resources and budget priorities resulting in the submission of an FY Budget School Advisory Council Signature Page with the ~~annual~~ final school budget.

~~3. The council shall regularly review and assess the annual school educational plan and the annual school budget. The council shall have the authority and responsibility to submit an accompanying cover letter when its school submits its annual educational plan and annual school budget to the superintendent. The cover letter will bear the signatures of each council member, thereby indicating the council's participation in the development of both documents.~~

~~4. The council will regularly review and assess school performance with respect to:~~

~~a) student achievement;~~

b) parental involvement;

c) dress code expectations;

d) character and value building;

e) behavioral concerns;

f) scheduling procedures;

g) building maintenance;

h) suspension/disciplinary procedures.

5. The council, in cases in which the school leader of the school has volunteered in writing to have the council's evaluation included in his or her professional evaluation, shall conduct such an evaluation of the school leader's performance.

6. In the absence of a coordinated health team, the School Governance Council will function in that capacity.

(7) COUNCIL PROTOCOL

(a) The first council meeting of the new school year shall take place during the month of September, at a date and time agreed upon by all elected members. During the first meeting, the council shall select at least one person in the community to participate as a member of the council, based upon interest previously shown by eligible parties. Thereafter, the council shall have at least nine (9) monthly meetings during the school year.

(b) During the first meeting, council members shall elect an executive committee, which shall include a chair, vice chair, recording secretary, and corresponding secretary. The school leader will serve as a resource to the executive committee of the school council.

1. The chair shall conduct each meeting and shall execute all business necessary between meetings to ensure that each meeting is run in a smooth and orderly process.

2. The vice chair shall assist the chair with his/her responsibilities and shall assume the responsibilities of the chair upon his/her absence.

3. The chair and vice chair shall make themselves available to answer questions from the public in general, including from members of other organizations.

5. The recording secretary shall keep the written notes of each meeting, and make sure the minutes of the previous meeting are distributed to members of the council prior to each subsequent meeting, together with a reminder of the time and place of the next meeting. The corresponding secretary shall be responsible for making available to the public, by whatever means agreed upon by the council, the agenda of each upcoming meeting and the minutes of the previous meeting. Members of the public wishing to speak at any upcoming meeting with regard to a particular agenda item may contact the corresponding secretary to ask to be added to the agenda.

(8) DUTIES OF COUNCIL MEMBERS

The Council will be made up of parents, teachers, students, community members, and the school leader. Each constituency represented shall have a corresponding set of responsibilities.

Parents

Council parents are responsible for soliciting input from the parental community with respect to issues of concern to the council. Parent members shall relay council activities to the parent community at large, as well as to parent organizations. The council shall have the responsibility of training and informing incoming parents elected to a subsequent council. Parent members shall have the responsibility of promoting the organization of a parent group where none is in existence for the particular school at which they serve.

~~Teachers/Support Staff~~

~~School staff council members are responsible for soliciting input from the faculty and support staff with respect to issues of concern to the council. School staff members shall report to faculty and support staff, as well as outside teacher/staff organizations. Faculty members shall present the school's educational plan to the council for input. Faculty members shall be responsible for playing an active role in addressing issues such as curriculum additions and deletions, grading practices and standards, test scores, building concerns, staffing needs, and resource/budget concerns.~~

~~Students~~

~~Student members shall report council activities to the student body and shall solicit student input and areas of concern for presentation to the council. Student members shall be responsible for organizing student government associations where there are none.~~

~~(d) School leader~~

~~The school leader is responsible for keeping the council informed of all relevant school information. The school leader shall take the lead role in promoting new programs at the school. The school leader shall report to the council with respect to school leader meetings, building meetings, etc. The school leader shall seek the active participation of the council in deciding all school budget matters and shall present to the council in a timely fashion all information dealing with programming and budget items. The school leader shall be responsible for creating and distributing a newsletter of council activities and agendas to school members, and shall provide administrative service support for council members needing supplies or resources. The school leader may not serve on the executive committee, but shall have a vote equal to all other council members.~~

~~(9) REIMBURSEMENT OF EXPENSES~~

~~No members of school governance councils are to receive compensation or additional compensation for their service, with the exception of reasonable reimbursement for expenses resulting from their work on school governance councils. The expenses are to be paid from the school budget. Reasonable parameters shall be determined by the school leader.~~

(~~10~~5) COUNCIL LIAISON

The Superintendent shall appoint ~~the deputy superintendent, Operations Leadership,~~ a designee to oversee all councils and their operations. Council members shall have the right to request the ~~liaison's~~ designee's involvement in dispute resolution between council members. The ~~liaison~~ designee shall have the responsibility of enforcing council decisions in cases of dissent and of ensuring the continuity and effectiveness of each council.

(~~11~~6) EXCEPTIONS TO PROCEDURES

(a) The Administrative Procedure 9.11 serves as a minimum standard for schools in the operation of school advisory councils. Requests for ~~E~~exceptions to these procedures ~~outlined in this policy may be submitted to the superintendent for review and approval, with such action to be reported to the Board~~ may be requested by following the process outlined in Administrative Procedure 9.11.

~~(12) RELATION TO EXISTING AGREEMENTS~~

~~Nothing in this policy shall in any way reduce the powers or responsibilities already authorized at schools with ongoing governing councils, including Andrew Douglass School, Fritsche Middle School, La Escuela Fratney, HiMount Community School, Madison University High School, Malcolm X Middle School, North Division High School, Palmer Street School, South Division High School, or any other MPS school that already has such powers or responsibilities.~~

~~Nor shall anything in this policy in any way reduce powers or responsibilities assumed by school governance councils consistent with federal and Wisconsin statutes, Board policy, or collective bargaining agreements, as proposed by school governance councils and authorized by the superintendent.~~

(~~c~~b) All schools, however, including ~~these~~ those with approved exceptions to procedures, are expected to adhere to all provisions of this policy ~~regarding school governance councils with regard to the manner of representation and conduct of elections.~~

(7) EVALUATION AND MONITORING

School Advisory Councils shall submit reports to the Superintendent or his/her designee, as described in Administrative Procedure 9.11. The Administration shall present a yearly report to the Milwaukee Board of School Directors on the activities of School Advisory Councils.

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ADMINISTRATIVE PROCEDURE 9.11
SCHOOL ADVISORY COUNCILS

(1) OVERVIEW

(a) It is the intent of the Milwaukee Board of School Directors that every school have a school advisory council that enables families, staff, students (when appropriate), and community to work to support and inform shared leadership, equity and cultural relevance resulting in increased student achievement.

(b) School advisory council members serve as representatives of different groups and have responsibilities to be liaisons between those groups and the council. Even though representatives will be selected from various categories (e.g., families, staff, students, community), it is the responsibility of every member on the school advisory council to communicate with, and represent, all segments of the school population.

(c) These guidelines serve as a minimum standard for schools in the operation of school advisory councils in adherence with Administrative Policy 9.11.

(d) All guidelines are to be followed as stated, and in lieu of school-specific bylaws, these guidelines shall serve as the bylaws for school advisory councils.

(2) SCHOOL ADVISORY COUNCIL MEMBERSHIP

(a) School advisory council (council) membership shall include at least 51% family and community representation, with at least three (3) family representatives.

(b) Councils must have a minimum of eleven (11) members unless a school does not have middle or high school grades, then a nine (9) member minimum must be maintained, including the school leader and parent coordinator; however, the size of the council may be larger so long as at least 51% of the council is made up of family and community representatives.

(c) Members shall be defined as follows:

1. Family Representative: A family representative is a person at least 18 years of age who supports, cares for and helps ensure the educational success of an MPS student at home. A family member who is also a paid employee of his/her child's school shall not serve in the capacity of "family representative" on the council, but may serve as a staff representative.

2. Community Representative: Any resident of the City of Milwaukee is eligible to serve on a council. Individual residents and those representing business, community or faith organizations that partner with the school are categorized as "community representatives".

3. Staff Representative: All school staff are eligible to participate on the council in this category. School leaders and parent coordinators are mandatory members of the council and are categorized as "staff representatives" any other staff serve in a voluntary capacity.

4. Student Representative: A student representative is a person enrolled at a school with middle or high school grades at the time of the election process.

(3) SCHOOL ADVISORY COUNCIL ELECTIONS

(a) General Guidelines

1. The school leader and parent coordinator shall oversee the nomination or election process for the council and track term limits for all members.

2. Council membership must be in place by September of each year. Members may be added throughout the year but all changes must be reported to the Superintendent's designee.

3. School leaders and parent coordinators must demonstrate proactive recruitment measures for family representatives based on what communication method historically works best with families. Examples include: mailings, autodialer, folders home, school website, texting, etc.

(b) Term Limits

1. Each council member shall serve for a two-year term. Individual members may serve additional terms; however, no more than six consecutive years may be served to ensure an opportunity for all to participate.

2. All term timelines begin in August of the current school year, regardless of when in the year membership was obtained. (Example: if a representative joins in February 2016, their two year term is up in June 2017.)

(c) Election Process

1. School advisory councils may choose to determine a school-specific nomination and election procedure that best fits their school. Approval for a school-specific nomination and election procedure must be secured by May of the previous school year from the Superintendent's designee in order to implement that school-specific procedure the following year.

2. In lieu of an approved school-specific nomination procedure, all eligible individuals that are nominated shall be given membership to the council.

3. All representatives must be in place by the September meeting. Schools may choose to implement their recruitment process in the spring at the end of the previous school year, or in the fall prior to the September meeting.

4. Family Representatives

a. Family representative positions must be well advertised by the school (examples: website, mailings, newsletter, folders home, autodialer, etc.).

b. Individuals interested in serving as a family representative must submit a nomination form to the school leader or parent coordinator.

c. Councils must have a minimum of three family representatives, but may exceed this number.

5. Staff Representatives

a. The staff at a given school shall be made aware of the opportunity to voluntarily serve on the council and submit a nomination form to the school leader.

b. School leaders and parent coordinators, as part of their job duties, are required staff representative positions to ensure continuity and support for the school advisory council.

6. Student Representatives

a. Schools with middl-e and high-school grades must have student representatives.

b. Students shall be made aware of the opportunity and submit a nomination form to the school leader.

7. Community Representatives

Community representatives interested in participating on the council shall submit a nomination form to, or be recruited by, the school leader prior to the September meeting. School leaders may choose to extend an invitation to serve on the school advisory council based on connection to and support of the school.

(4) SCHOOL ADVISORY COUNCIL ROLES

(a) Chair

1. During the October meeting of each year, a Chair shall be selected from among the council members. This will be done through a nomination and voting process of the council. The Chair's term shall be until the following October when another nomination and vote shall take place.

2. The Chair's responsibility is to serve as a spokesperson for the council and to work with the school leader to establish each meeting's agenda and ensure all voices on the council are heard.

3. The Chair will co-facilitate meetings with the school leader.

4. School leaders and parent coordinators may not be the Chair.

(b) School Leader

1. The school leader's responsibility is to collaborate with the Chair to establish each meeting's agenda and ensure all voices on the council are heard.

2. School leaders will co-facilitate meetings with the Chair.

3. If a parent coordinator is unable to attend a meeting, the school leader shall assume their responsibilities.

(c) Parent Coordinator

1. The parent coordinator's responsibility is to take minutes at each meeting.

2. Agendas, minutes and activities of school advisory councils should be communicated to the entire school community by the parent coordinator. How this is communicated may be determined based on what works best for each school (school website, newsletter section, etc.).

3. Parent coordinators must submit monthly agendas and minutes within 15 days of the meeting to the Superintendent's designee.

(d) District Advisory Council (DAC) Representatives

1. The council is responsible for identifying two representatives from their school to serve on the District Advisory Council either by election or appointment, or school determined process.

2. Determining representatives to the DAC shall occur no later than the September meeting of the council. DAC representatives do not need to be members of the council, but they can be. Once selected, the DAC Representative Form must be completed and submitted by the school leader to the Superintendent's designee.

3. It is the responsibility of each DAC Representative to serve as the liaison between the council to the DAC and to solicit feedback from the school community on various DAC meeting topics throughout the year.

(5) SCHOOL ADVISORY COUNCIL MEETINGS

(a) The council shall have at a minimum seven (7) meetings during the school year – September, October, November, January, February, March, and April, though more may be scheduled at the request of the council or school leader.

(b) All meetings of school advisory councils shall be open to the public and anyone may join. As such, these meetings must be properly noticed pursuant to procedures provided by the Office of Board Governance. Additionally, revising or cancelling meetings are subject to public notice protocols.

(c) Until the school advisory council has reached the required 51% family and community representation with at least 3 family representatives, every meeting must be advertised to all families within the school above and beyond the required public notice.

(d) Agendas of school advisory council meetings should be established by the school leader and school advisory council chair prior to the meeting. All agendas must include a space for new business where members of the school advisory council can bring up topics of interest or on behalf of the groups they represent. All agenda items up for discussion must include supporting information and data to inform data-based decision making.

(e) School leaders should seek input from school advisory councils on the following items throughout the year by putting specific items on the agenda:

1. Academic Achievement: Discussing and reviewing the success of school improvement strategies.

2. Student, Family & Community Engagement: Providing voice for families, community, students and staff on major school decisions (i.e. school uniforms, school-wide activities, parent-teacher conferences, etc.) and how to best be involved and support student achievement.

3. Effective and Efficient Operations: Discussing the utilization of resources and budget priorities resulting in the submission of a FY Budget School Advisory Council Signature Page with the final school budget.

(6) SCHOOL ADVISORY COUNCIL SUPPORT AND REPORTING

(a) The Superintendent shall appoint a designee to oversee all councils and their operations. Council members shall have the right to request the designee's involvement in dispute resolution between council members. The designee shall have the responsibility of enforcing council decisions in cases of dissent and of ensuring the continuity and effectiveness of each council.

(b) Reporting must be done each month to the Superintendent's designee to ensure compliance and provide support as needed. Required reporting includes:

1. Each month after the school advisory council meeting, it is the responsibility of the parent coordinator to submit the meeting agenda, sign-in sheet, and minutes within 15 business days.

2. After the September meeting, it is the responsibility of the school leader to submit a membership sheet, signed conflict of interest statements and DAC representatives to the Superintendent's designee within 15 business days.

3. If there are additions to membership throughout the year, the school leader must resubmit the membership sheet and conflict of interest statement within 15 business days.

(7) EXCEPTIONS TO PROCEDURES/SCHOOL-SPECIFIC PROCEDURES

(a) Requests for exceptions to these procedures may be submitted to the Superintendent's designee for review and approval no later than each May in order to take effect for the following year. These requests must be submitted on the School Advisory Council Exceptions Form.

(b) All requests for exceptions must, at a minimum, meet the standards set forth in these procedures in order to receive consideration. The request must include a reason for seeking the exception (i.e. collective impact approach, community schools model, etc.).

Director Miller moved to adopt the committee's recommendation, with the following modifications:

1. Whenever Policy or Procedure 9.11 says, "School Advisory Council(s)," replace it with "School Engagement Council(s)";

2. make the following changes to (4)(g) of the Policy:

(g) School engagement councils will provide feedback and insight to school leaders, assist in development and implementation of the school education plan in alignment with the district's academic goals, focusing on the following items throughout the year…

4. School Culture: School engagement councils working with the School Leader to develop, conduct, and report the results of an annual survey of parents, guardians, and teachers on issues related to the school climate, culture, and conditions.

Director Baez made the following substitute motion:

1. To approve the Committee's recommendation;

2. Wherever policy and procedures 9.11 says "School Advisory Councils" replace it with "School Governance Councils"; and

3. Incorporate the changes to (4)(g) of the policy, as proposed by Director Miller.

Director Baez having withdrawn his substitute motion, Director Miller's motion prevailed, the vote being as follows;

Ayes — Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain — 9
Noes — 0

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(Item 4) Action on Proposed Revisions to Administrative Policy and Procedureummer Academy

Background

Proposed revised Administrative Policy 7.17, Summer Academy, and proposed revised Administrative Procedure 7.17, Summer Academy have been updated to reflect changes to Summer Academy offerings. Policy changes include providing transportation for special school sites and/or programs.

Attendance changes in the procedure reflect a focus on students demonstrating proficiency rather than seat time. Additional changes align the procedure with the revised grading policy and the current Code of School/Classroom Conduct.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Implementation and Assessment Plan

If these revises are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Committee Recommendation

Your Committee recommends that the Board approve changes to Administrative Policy and Procedure 7.17, Summer Academy, as presented below:

ADMINISTRATIVE POLICY 7.17
SUMMER ACADEMY

(1) The Milwaukee Public Schools offers a limited summer-academy program. The program of study shall be submitted to the Board by the Superintendent in January. At that time, the Board may expand or limit the scope of the program, based on the availability of funds.

(2) All personnel for summer programs shall be recruited, employed, and compensated in accordance with the provisions of the Employee Handbook.

(3) Students who do not reside in the City of Milwaukee may have access to the summer-academy program. Chapter 220-eligible suburban students may attend regular programs tuition-free. Suburban students who do not meet the provisions of chapter 220 may be admitted to regular summer academy programs on a tuition basis.

(4) Chapter 220-eligible suburban students who attend Milwaukee Public Schools' exceptional education programs during the regular school year may be admitted to an exceptional education summer program based on the individualized education program (IEP) needs, in accordance with chapter 220 provisions. This provision may be modified by provisions contained in specific 220 contracts.

(5) An expelled student will not be allowed to participate in summer academy unless specified by order of the ~~Board of Education.~~ Milwaukee Board of School Directors.

(6) Transportation to and from summer-academy classes will not be provided by the district except under certain circumstances such as for special education classes or programs or to/from special school sites, ~~or programs.~~ (which include area transportation.)

(7) Summer-academy attendance does not in any way guarantee promotion for students.

(8) Students may earn credits toward high-school graduation.

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ADMINISTRATIVE PROCEDURE 7.17
SUMMER ACADEMY

(1) It is the intention of the Board to provide the resident students (grades K5-12) of Milwaukee with summer-enrichment, remediation, and accelerated opportunities. Based on the availability of funds, a summer academy program could include one or a combination of options, such as programs for students who:

(a) wish to strengthen basic skills such as reading or mathematics in order to bring achievement to a point to ensure success in subsequent work;

(b) have exceptional education needs;

(c) wish to continue their bilingual/bicultural multicultural education;

(d) need to learn English as a second language;

(e) have failed a grade or a ~~subject~~ course (U), or almost failed a course (D), and wish to make up the ~~failure~~ grade or course by repeating the ~~subject~~ course(s) either traditionally, online, or in a blended model;

(f) wish to continue their GED~~0~~O #2 option for diploma;

(g) wish to participate in credit acceleration;

(h) wish to complete or demonstrate proficiency in coursework; or

(~~g~~i) wish to participate in enhanced learning opportunities.

(2) All plans for summer academy shall be subject to annual approval by the Board. Summer programs are also subject to approval by the State Superintendent of the Department of Public Instruction for reimbursement.

(3) The calendar shall generally provide for ~~a minimum~~ 20 days of student attendance at the secondary level and elementary levels; additional time for teacher orientation and planning shall also be provided.

(4) The Board shall periodically approve and issue regulations governing student attendance and conduct in summer academy if different from the Code of School/Classroom Conduct.

(5) High school students or students who are 18 or older who enroll in credit recovery or credit attainment will not receive credit if they accumulate more than two (2) days of absences unless extenuating circumstances exist, as determined by the summer administrator.

(6) High school students who are not in their seats when class starts will be considered tardy. A student's first three (3) tardies will be equal to one absence. Thereafter, each tardy will be equivalent to one (1) absence.

(7) Middle school students who enroll in courses will not receive credit if they accumulate more than two (2) absences unless extenuating circumstances exist, as determined by the summer administrator.

(8) Middle school students enrolled in courses who are not in their seats when class starts will be considered tardy. A student's first three (3) tardies will be equal to one absence; thereafter, each tardy will be equivalent to one (1) absence.

(9) Students who are absent from credit bearing classes that use face-to-face instruction for five (5) consecutive days anytime during summer academy or four (4) days within the first two weeks of summer academy without notification from a parent or guardian will be dropped from summer academy.

~~(10) Summer academy credits to promote will be limited to one full credit and will be included in the maximum number of credits counted towards class rank at the high school level.~~

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

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(Item 5) Action on Proposed Revisions to Administrative Policy and Procedure 7.32, Guidance Program

Background

Proposed revised Administrative Policy 7.32, Guidance Program, proposed revised Administrative Procedure 7.32(1), Guidance and Career Education Plan, and proposed revised Administrative Procedure 7.32(2), Guidance Program, have been updated to reflect changes to school counseling and academic and career planning. Changes to policy 7.32 reflect the move from guidance to the comprehensive school-counseling program and the current organizational structure.

Changes to Administrative Procedure 7.32(1) align to the state law requiring academic and career planning for students in Wisconsin public schools. The procedure outlines requirements for the district academic and career planning implementation plan and what will be addressed by the academic and career planning process.

Revisions to Administrative Procedure 7.32(2), Career Guidance, includes updates that reflect the move to a comprehensive school counseling program and Academic and Career Planning.

The Administration worked with the Office of the City Attorney and Office of Board Governance to finalize the proposed revisions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon Board approval, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Committee Recommendation

Your Committee recommends that the Board approves the changes to the policies and procedures as presented below:

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ADMINISTRATIVE POLICY 7.32
GUIDANCE COMPREHENSIVE SCHOOL COUNSELING PROGRAM

(1) ~~GUIDANCE AND~~ COMPREHENSIVE SCHOOL COUNSELING PROGRAM

(a) A ~~guidance and~~ comprehensive school counseling program shall be incorporated into the curriculum in kindergarten through grade 12. The comprehensive school counseling program comprises a number of programs and initiatives, elementary through high school, within the following areas: career planning, consultation, counseling, curriculum, education planning, orientation, placement, program evaluation, referral, school, parent and community relations, and system support. ~~The program shall provide vocational, educational, and personal social information; student appraisal; and placement, referral, research and follow up activities.~~

(b) The ~~guidance and~~ comprehensive school counseling program shall be coordinated by trained personnel in the Central Services offices and shall be under the direct supervision of a ~~coordinator~~ curriculum specialist in the ~~Division of Curriculum and Instruction~~ Office of Academics, Department of College & Career Readiness.

(2) STUDENT ORIENTATION

Principals shall make available to incoming students and their parents an orientation and tour of the school facility in order to encourage student and parent concern and involvement with the school.

(3) MONITORING AND EVALUTION

Annually, in October, the Administration shall review the comprehensive school counseling program. A report shall be presented to the Board. The report shall describe the work that has occurred under the comprehensive school counseling program for the past year related to improving pupil postsecondary outcomes.

ADMINISTRATIVE PROCEDURE 7.32(1)
~~GUIDANCE AND CAREER EDUCATION~~ ACADEMIC AND CAREER PLAN

(a) ~~PHILOSOPHY~~ BACKGROUND

State law requires implementation of academic and career planning (ACP) statewide beginning 2017-18 for students in grades 6 through 12.

~~The guidance program of the of the Milwaukee Public Schools focuses on the dignity and potential of each individual student. It assists and augments the development and growth of students in attitudes and skills needed to become productive adults and responsible citizens (Guidance Manual).~~ Academic and Career Planning (ACP) supports and aligns with the philosophy of the comprehensive school counseling program in Milwaukee Public Schools.

(b) ~~MISSION~~ PURPOSE

1. The ~~mission~~ purpose of ~~the guidance and career education~~ Academic and Career Planning ~~function in the Department of Educational Services~~ is to enable ~~the schools~~ students, supported by adults, to create their own academic and career plan for postsecondary success through self-exploration, career exploration, and the development of career planning and management skills. ~~provide the outstanding guidance, counseling, and career education services required to generate optimal self-awareness, self acceptance, self esteem, self direction, and social interest in every student in the Milwaukee Public Schools.~~

2. ~~The Milwaukee Public Schools' developmental guidance comprises a number of programs and initiatives, elementary through high school, within the following areas: career planning, consultation, counseling, curriculum, education planning, orientation, placement, program evaluation, referral, school, parent and community relations, and testing and assessment.~~

~~(c) KEY TARGETED AREAS OF THE ACADEMIC AND CAREER PLANNING~~

~~1. To aid guidance and career education program assessment and planning, a survey was sent to all schools in the Fall of 1986, requesting input for the future development of guidance and career education, as well as for the guidance and career education curriculum (now known as CHANGE).~~

~~2. Using the results of this survey, along with various guidance and career education planning guides and resources, specific initiatives became targeted for program development priority. Informational reports regarding a number of these areas have been brought to the Board during the past five years.~~

1. The district Academic and Career Planning (ACP) implementation plan shall address:

a. Local, regional, and state labor market needs.

b. Education and training requirements for occupations that will fill labor market needs.

c. The parental engagement process, including opportunities for parents to participate.

d. A description of the career and technical education (CTE) programming available, the staff for ACP delivery, and a description of how the school district will meet the education for employment requirements.

e. A strategy to engage business, postsecondary education, and workforce development.

2. The ACP process provides career planning and preparation in high school that includes:

a. Career research

b. School supervised work-based learning experiences

c. Career decision making

d. Application of academic skills, technologies, economics

e. Entrepreneurship

f. Personal financial literacy, including financial aid and postsecondary planning

g. CTE opportunities

h. Labor market information

i. Employability skills

~~2. Key targeted areas include~~

~~a. guidance and career education curriculum;~~

~~b~~ k. ~~elementary guidance and career education program~~ Individual academic and career plan development;

~~c~~ l. pre-college opportunities programs;

~~d. financial aid and post secondary planning;~~

~~e~~ m. career/college ~~planning labs~~ awareness in elementary school and career exploration in middle and high school;

~~f. expansion of Advanced Placement Program (AP) and participation in Midwest Talent Search as part of academically gifted and talented program;~~

~~g. counselor training and inservice;~~

~~h~~n. ~~expansion of college and career/vocational fair opportunities~~ Career fairs;

~~i~~o. articulation between levels (elementary, middle, and high);

~~j. coordination with other student service providers;~~

~~k~~u. communication with parents;

~~l~~u. collaboration with our community, including government, business, post-secondary institutions, and private agencies;

~~m. expansion of funding resources.~~

4. In the Milwaukee Public Schools, ~~guidance and career education~~ the Academic and Career Planning (ACP) ~~programs are~~ process shall be directed, coordinated, and monitored centrally to ensure that program elements are in place. Also, data for local and state reports, as well as for funding sources, shall be gathered and written centrally.

5. ~~At the same time, m~~Many school-based variables determine the Academic and Career Planning (ACP) process ~~counseling program~~ needs and priorities. Each school or comprehensive school counseling program shall ~~guidance department~~ annually assesses the previous year's ~~guidance~~ ACP plan and develops objectives for the ~~new~~ next year. ~~The guidance plans~~ ACP is a critical strategy in ~~become part of~~ the school effectiveness improvement plan, as well as part of the district ~~guidance~~ comprehensive school counseling program plan.

~~6. A combination of Board support, state resources, outside funding, and voluntary participation have enabled us to move in a positive direction in achieving objectives contained within each targeted area. Limitations of resources have made it difficult to move as quickly as the need suggests in some areas, such as elementary guidance program development and expansion of career/college planning labs; however, even in these areas, steady progress has been made in the past five years, and growth is anticipated in the district's effort to move into compliance of standard E by ensuring the provision of guidance and career education curriculum and guidance and counseling services in all Milwaukee Public Schools.~~

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ADMINISTRATIVE PROCEDURE 7.3 2 (2)
CAREER GUIDANCE

(a) Guidelines Relating to College Admission Counselors, to Military Recruiters, and to Groups or Individuals with Alternative Career Options Visiting High Schools

1. College admission counselors, military recruiters, and groups or individuals with alternative career options shall visit schools on an appointment basis in areas or rooms designated by the principal. No individual visits will take place in the cafeteria during the lunch hours.

2. Whenever possible, students are to meet with college admission counselors, military recruiters, and groups or individuals with alternative viewpoints connected to career options at times that do not take them away from scheduled classes.

3. College admission counselors from a specific institution may visit a high school to meet with students a maximum of four times per school year.

4. Upon request of the parent or guardian, students may be excused from school attendance ~~a maximum of two days~~ total during the junior and senior years to visit college campuses.

5. Military recruiters representing a specific branch of service may visit a high school to meet with students a maximum of four times per school year.

6. Groups or individuals with career options may visit a high school to meet with students a maximum of four times per school year.

7. A conference involving the student, parent or guardian, school counselor, and military recruiter is encouraged when a student is giving serious consideration to joining the service.

(b) The Providing of Career Information to Students in the Milwaukee Public Schools

1. A good guidance program The comprehensive school counseling program includes the providing of career information to students. This is best done through a "career awareness" approach — a series of career activities held throughout the school year.

2. Beginning with the ~~2008-09~~ 2017-18 school year, each elementary school shall provide information and opportunities that lead to career awareness, and middle and high schools shall provide career exploration. High schools shall also provide career planning and preparation ~~will include a career awareness plan. This~~ Students in grades six through twelve will have an academic and career plan. ~~is plan will be a part of the school's Educational Plan. The school counselor, administrator, and/or designee will have responsibility for the development and implementation of the career awareness plan.~~ The~~y~~ Academic and Career Planning (ACP) process shall ~~will~~ involve the total school staff in this effort to the fullest extent possible.

3. Beginning with the 2017-18 school year, the following services shall be provided:

a. Individualized support from school district staff to assist students with completing and updating their academic career plan at least annually.

b. Where applicable, the student's academic and career plan shall be made available to the student's individual education program (IEP) team. The IEP team may, if appropriate, take the student's academic and career plan into account when developing the pupil's transition services [Wis. Stat., §115.787 (2)(g)].

c. Students shall be provided access to a software tool for career exploration, planning and management.

d. A formal process for the development and implementation of academic and career planning at the school level.

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

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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 and 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

This report will serve as a reflection and launch point for the district's efforts around family and community engagement. Progress to date, plans for this year, and the direction moving toward 2020 will be reviewed.

Progress to Date

2014-15 School Year — Increase Resources: A parent coordinator was centrally allocated to every school to help add capacity to schools' ability to successfully engage families and the community.

2015-16 School Year — Strategic Planning: A family and community engagement specialist was hired centrally to implement a strategic plan and framework for the district. This year was focused on learning about the MPS system, observing the current state of family and community engagement, and identifying key leverage points for growth.

2016-17 School Year — Re-Organization: This past year included various changes. Resources were reorganized to create a system for school-based family and community engagement support. This included changing our monthly professional development, the Central Services support staff structure, and changing how staff speak about family engagement as a district.

Plans this Year

2017-18 School Year — Standardization: This year will focus on establishing a standard of care around family and community engagement and on utilizing the new system of support to ensure equitable, need-based assistance to get all schools to that baseline. This standard of care will take shape as a fully developed MPS Family and Community Engagement Framework inclusive of six standards which all schools must strive to meet:

- 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 opportunities to build peer networks;
- Families have tools and knowledge needed to be active in their children's education; and
- Families have avenues to serve as leaders.

The framework has been finalized based on national research and best practices, such as the Department of Education's dual-capacity building framework and collective impact theory, but also incorporates local promising practices from MPS schools and input from families on what they want to see from schools.

Looking Forward

2018-19 School Year – Maintain & Measure: Maintain the established standard of care and measure growth against the baseline established in 2016-17.

2019-20 School Year – Adjust & Sustain: Based on increases/decreases in year four, adjust system of support, working to sustain a standard of care in all schools and potentially to raise the standard across the district.

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 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 for schools on the use of seclusion and restraint with students in public schools. Act 125 has several key components, including:

- conditions for use of seclusion;
- conditions for use of physical restraint;
- notification and reporting requirements following use of seclusion or restraint;
- training in the use of seclusion and physical restraint

Act 125 also establishes 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. More than 1800 staff members have been trained over the past four years.
- For the last four years, all principals, school leaders, and special education supervisors received in-services on the requirements of Act 125.
- The district's mechanism for reporting incidents of seclusion and restraint has been significantly enhanced by the transition to a new student information system. Previously, schools would have to create and mail a separate form documenting restraint/seclusion. Now, all serious breaches of discipline are entered into Infinite Campus, and administrators must indicate whether restraint/seclusion was used. If so, respondents are required to complete the reporting documentation in Infinite Campus before they can exit the system.

During the 2016-2017 school year, the Office of School Administration directed schools to submit restraint and seclusion data in accordance with Act 125. A total of 654 students, including 601 with disabilities, were involved in 1139 incidents of restraint/seclusion during the 2016-2017 school year. Please see attached table for additional information.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.28, Student Discipline

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(Item 3) Report with Possible Action on Resolution 1516R-001 on Black Lives Matter

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 Milwaukee Board of School Directors adopted Resolution 1516R-001 regarding Black Lives Matter. After a year of collaborative work with community members, the implementation of the resolution began during the 2016-17 school year. The adoption of the resolution provided an opportunity for MPS to invest in course content and strategies used in other parts of the country to change the narrative around our students in order to close the opportunity gap. With input from the BLM teaching and learning work group, the ethnic studies syllabus was created. In collaboration with several departments, professional development around culturally responsive teaching was introduced to the entire MPS staff through the PD cycles. While in its early stages, this work has the potential to influence the mind-set shift that is needed to truly engage our students academically to increase opportunities for improved life outcomes.

The attached update outlines the work that occurred this past year in the schools. Included are highlights from the Comparative Ethnic Studies courses at Obama S.C.T.E. and James Madison Academic Campus, as well as highlights from the implementation of Restorative Practices at Wisconsin Conservatory of Lifelong Learning. The update also details the impact that this work has had on the district as a whole. Finally, included is a plan for the coming school year and the efforts that will be made to maximize the impact of this initiative.

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 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 District Academic and Career Planning Services

Background

On June 30, 2013, through Wisconsin Act 20, Wisconsin Statute 115.28(59) was allocated $1.1 million dollars of General Purpose Revenue (GPR) was allotted for 2014-15 in a new continuing appropriation by the legislature for implementing academic and career planning statewide.

Wisconsin Statute 115.28(59) requires DPI to do the following:

- Ensure that, beginning in 2017-18, every school board is providing academic and career planning (ACP) services to pupils enrolled in grades 6 to 12 in the school district;
- Procure, install, and maintain information technology, including computer software, to be used statewide by school districts to provide academic and career planning services to pupils in grades 6 to 12;
- Provide guidance, training, and technical assistance to school districts and school district staff, including teachers and counselors, on how to implement model academic and career plans, including training and technical assistance that is necessary to implement the information technology provided for this purpose; and
- Promulgate rules to implement these provisions.

Education for Employment was established in 1985 in response to concern over the number of youth who failed to make a successful transition from school to postsecondary endeavors. Wisconsin Stature 121.02(1)states that every school board shall provide access to an Education for Employment program. Chapter PI 26, the administrative rule for this program, was revised and became effective on July 1, 2004.

It was determined that rather than creating a new rule addressing ACP, the current PI26 would be updated and revised to include the required ACP components.

From 2015 to 2017, Milwaukee Public Schools (MPS) was one of 25 ACP pilot districts in Wisconsin with five high schools participating.

Two MPS representatives participated on the statewide ACP advisory council during the development of the ACP process.

Since the 2015-2016 school year MPS has had a district ACP team which includes administration from multiple departments, principals, teachers, counselors, and community members. The team has developed a district-wide implementation plan for ACP services.

An informational item on ACP was presented to the Milwaukee Board of School Directors on December 17, 2015.

An informational item on Career Cruising was presented to the Milwaukee Board of School Directors on May 26, 2016.

The plan includes the following:

Each school is to create an ACP team to include the school administrator, school counselor, teachers (regular and special education), parents/family members, and students when appropriate;

A scope and sequence to include activities and desired outcomes for grades K through 12 aligned to existing curriculum, initiatives, and programs within MPS is to be shared with school staff;

Training materials for staff are to be shared with school staff.

To facilitate successful implementation of the ACP service plan, the Administration has hired an ACP Planning Assistant and an ACP Coordinator to provide support to school teams.

The Administration has updated Administrative Policy 7.32,Guidance Program; Administrative Procedure 7.32(1,) Guidance and Career Education; and Administrative Procedure 7.32(2), Career Guidance, to align with state statutes requiring a district ACP service plan.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.32, Guidance Program

Fiscal Impact Statement

The salaries and benefits for the ACP Coordinator and ACP Planning Assistant are included in the FY18 budget. Funding for any training materials is also included in the FY18 budget.

Implementation and Assessment Plan

The Administration has identified the Department of College and Career Readiness to work with all schools and other departments to provide training on the implementation of the ACP service plan.

The Administration is working with the Department of Public Instruction to determine the assessment of the effectiveness of the ACP service plan. The Administration will monitor short and medium term student outcomes while the assessment plan is being developed. Outcomes will include completion of activities on Career Cruising standards, ACP conferences, and students' ACP plans as documented in Career Cruising.

Committee's Recommendation

Your Committee recommends approval of the district ACP service plan for 2017-18, 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.

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(Item 2) Report and Possible Action on Assessment Network and Recommendations

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 27, 2016, the Milwaukee Board of School Directors adopted Resolution 1617R-001 to conduct a review of the Balanced Assessment System. The Administration formed an Assessment Inventory Team and conducted a review of the MPS Balanced Assessment System. The Assessment Inventory Team conducted a district-wide assessment inventory and analysis of state- and district-required assessments in order to make recommendations to district leadership to ensure that students are taking the minimum number of assessments needed to serve essential instructional, diagnostic, and accountability purposes; that all assessments are high-quality; and that the assessment system is aligned, coherent, and streamlined. The district received training on the Student Assessment Inventory process and a $5,000.00 grant from Achieve to complete the review of assessments. Due to the success of this process, the district will hold a review every three years.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

Implementation and Assessment Plan

Some recommendations are able to be implemented directly. Others may require additional study or steps.

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(Item 3) Report and Possible Action on the Transformation Network

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 Equity Problem of Practice: MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

In K-8 reading and math, 21.9% and 19.7% of our students of color, respectively, are proficient. In high school reading and math, 17% and 12.9% of our students of color, respectively, are proficient.

Proficiency rates for Black students alone (approximately 55% of all MPS students) are in single digits.

Students of color are not achieving at acceptable levels, which adversely impacts their lives and the well-being of the Milwaukee community.

These opportunity gaps seem to be the largest in schools with the highest needs: schools that fail to meet or meet few expectations on the Wisconsin state school report card. In understanding how to best address the problem of practice as identified above, it was important to review the research around effective school practices that have led to improved outcomes for students.

The Transformation Network is an ambitious reorganization developed to significantly improve student achievement. This includes a differentiated approach of using an equitable lens to allocate district resources, supports, and opportunities based on the needs of students and staff in the district's lowest performing schools. The vision is to transform persistently low performing schools into high performing schools by implementing rigorous academic and behavioral interventions as well as focused support for school leaders and staff.

Key action items that effectively support, monitor and hold school teams accountable for increased student achievement will be developed. The goal is to attract, train, and support principal supervisors and building level principals to become instructional leaders focused on changing the status quo in MPS.

Key Components of the work will be centered around the following best practices that support school improvement:

- Continuous Improvement;
- Educator Effectiveness (Cycles of Feedback);
- Culture of Learning;
- Professional Development;
- Leading Teams; and
- Managing Partnerships.

This new structure will require district personnel to coach school teams for leadership towards sustained effective practices that will further develop and build the capacity of all adults to improve teaching and learning at every MPS school.

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

Implementation and Assessment Plan

Each month we will share a highlight of best practices that are aligned to our levers of support. During the highlight you will hear, see or celebrate: principals, teachers, students, and or partners that have evidence of school transformation.

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REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP) and to the Cooperative Educational Service Agency (CESA) #1.

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(Item B) 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 2017 included the following:

Academic Achievement

- Visited various schools including James Madison Academic Campus and Vincent High School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - Danae Davis, Executive Director of Milwaukee Succeeds
  - Lauren Baker, Executive Director of Milwaukee Teachers' Education Association
  - Joshua Parrish, Captain, Milwaukee Fire Department
  - Grant Langley, Milwaukee City Attorney
  - Dr. Alan Shoho, Dean of the University of Wisconsin-Milwaukee's School of Education
  - Ashanti Hamilton, President of the Milwaukee Common Council

  - Kilby Williamson, Chief Marketing & Development Officer of GPS Education Partners
  - Grady Crosby, Vice President of Public Affairs and Chief Diversity Officer at Johnson Controls
  - Dr. Freda Russell, Dean of Cardinal Stritch College of Education and Leadership
- Attended various district events, including:
  - MPS New Educator Institute
  - Day One at James Madison Academic Campus
  - MPS Alumni Awards Dinner
  - MPS Run Back to School
  - MPS Uniform Fair
- Attended various community-based events, including:
  - GE Community Service Day
  - Washington High School Alumni Cook Out
  - North West Family Center Backpack Event
  - Milwaukee Fellows Kick-Off
- Attended the monthly meeting of Milwaukee Public Library Board of Trustees
- Attended the Milwaukee Public Library Building Development meeting
- Attended the Milwaukee Public Library services meeting
- Attended the Milwaukee Education Partnership meeting
- Attended meeting regarding Boss grant
- Attended the Milwaukee Succeeds Executive Committee meeting

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance
  - Dr. Darienne Driver and the MPS Senior Team
- Met with the Panasonic Foundation to discuss partnership with MPS

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RESOLUTIONS

Resolution 1718R-004

By Directors Paula Phillips and Carol Voss

WHEREAS, The vision of the Milwaukee Public Schools states, "All district staff will be committed to providing an educational environment that is child-centered, supports achievement, and respects diversity. The district and its schools will collaborate with students, families and community for the benefit of all"; and

WHEREAS, The core beliefs of the Milwaukee Public Schools include, "Involved families are integral to increasing student achievement. Student voice is encouraged and respected"; and

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

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

WHEREAS, Through its policies and practices, the District has made a commitment to provide a quality education for all students, which includes providing nutritious meals; and

WHEREAS, Parents and students have expressed to Milwaukee Public Schools their desire to improve the quality of school meal menus; now, therefore, be it

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 breakfast that:
   a. limits processed, high-sugar offerings, and
   b. increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week and at lunch a minimum of three times a week;
2. supply trays and/or plates, rather than cardboard or tin cups, 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 and provide school lunch times on school websites.

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

Having disposed of the balance of its agenda, the Board returned to the following item, which it had deferred earlier:

REPORTS AND COMMUNICATION FROM THE OFFICE OF BOARD GOVERNANCE

Item 2) Action on a Disallowance of Claim

Background

A Notice of Claim and Claim relating to reimbursement of student transportation expenses by the Milwaukee Public Schools has been served on the Milwaukee Board of School Directors by Andrew T. Phillips of the von Briesen & Roper, S.C., on behalf of Messmer Catholic Schools, Inc. The Claim seeks the following relief:

"1. Payment of damages for below statutory equation per pupil;

"2. Injunctive relief seeking a declaration of the appropriate equation for transportation compensation under Wis. Stats. § 121.55(1)(c);

"3. Reimbursement of the Claimant's costs, fees and expenses incurred in pursuing this claim; and

"4. Such other relief as may be necessary and appropriate and including, but not limited to, such relief as may be authorized and ordered by any court of competent jurisdiction should this claim not be resolved prior to the commencement of litigation."

The City Attorney, the Board's statutory legal counsel, has recommended that this Claim be disallowed. Under the provisions of Section 119.68 and Section 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six (6) months in which to bring suit.

This item has been noticed for executive session pursuant to Wisconsin Statutes, Section 19.85(g), which allows the Board to 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.

Director Bonds moved to disallow the claim.

The motion prevailed, the vote being as follows:

Ayes — Baez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, Sain – 9

Noes – 0

The Board adjourned a at 9:21 p.m..

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:38 PM.

Present — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.
Absent and Excused —Directors Falk, Harris, and Voss — 3

President Sain requested a moment of silence to commemorate the passing of members of the MPS family:

- Romeo Robinson, a K4 student at Maple Tree, who passed away on September 24, 2017
- Ellen Huegel, a Head Start teacher at Carson Academy, who passed away on September 12, 2017
- Ryan Sherman, a social studies teacher at Metcalfe, who passed away on September 13, 2017.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Dr. Lee R. McMurrin (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, 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 posthumously present the "Excellence in Education Award" in honor of Dr. Lee R. McMurrin.

Dr. Lee McMurrin led Milwaukee Public Schools from 1975 to 1987. He came to Milwaukee in 1975 from the deputy superintendent's job in Toledo, Ohio. In 1976, Federal Judge John Reynolds handed down his order to desegregate the school system--a decision that would dramatically change the student-assignment process and the educational opportunities available in MPS. It was a turbulent period, but Dr. McMurrin's goal was to desegregate the schools voluntarily. He continuously worked toward solutions, developing creative ideas to integrate peacefully so that children would not be caught up in the prejudices and discriminatory behavior of adults.

Throughout the next 12 years, Dr. McMurrin presided over the development of more than 40 specialty schools and programs at all grade levels, including language-immersion schools, creative arts programs, schools for the gifted and talented, and a transportation specialty, all on a city-wide basis and all designed to enhance desegregation on a volunteer and choice basis, and fully met the requirements of the court and the Board.

Dr. McMurrin also worked to improve the regular schools through school-effectiveness programs and special efforts such as Project RISE (P5) and Project CARE (Concentrated Approaches Reaching Excellence), all of which were, and are, dependent on the extended involvement of staff members in the individual schools. Three new high schools and several new elementary schools, as well as substantial additions and internal modifications to other school buildings, were completed during his tenure.

During the same period of time, a human-relations program for students and staff was established, and an extensive staff-integration program was implemented, which resulted in affirmative action unequaled in size or scope in either the private or public sectors in this state.

In addition to North Central accreditation of all of Milwaukee's public schools, many national awards came to the school district during this timeframe, including five schools in the President's Schools of Excellence recognition program, the U.S. Department of Justice's safe schools award. Dr. McMurrin himself was personally recognized through his election to the presidency of the Council of the Great City Schools and his selection in successive years as one of America's 100 outstanding educators.

After he left Milwaukee in 1987, McMurrin served as superintendent in suburban Cleveland school districts for eight years. And after retiring, he spent several years helping his brother establish a mission board to support a music ministry in the Ukraine.

The Milwaukee Board of School Directors recognizes and honors Dr. Lee McMurrin posthumously for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

This evening, as part of recognizing the legacy of Dr. McMurrin, Mayor Tom Barrett will be presenting a Mayor's Proclamation to the McMurrin family.

At his request, Director Bonds is recorded as being opposed to this award.

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(Item 2) Excellence in Education Award and Action on a Request to Waive Board Rule 1.10(1) in Order to Consider a Proclamation in Recognition of Eugene Jones on His Upcoming Retirement as Assistant Board Clerk/Assistant Director, Office of Board Governance

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 Eugene Jones.

Eugene Jones began his career with Milwaukee Public Schools in 1996 as a member of the Milwaukee Board of School Directors' business office, the Office of Board Governance. Mr. Jones has served Milwaukee Public Schools' students, parents, and citizens at varying levels — Secretary, Administrative Assistant, Assistant Director, Electronic School Board Trainer, Parliamentarian, and Assistant Board Clerk — in the Board's business office.

Eugene Jones's study of classical languages, including Latin and Greek, greatly benefited the Milwaukee Public Schools through his capturing and publishing of the official actions of the 12 different boards which he served during his tenure. Mr. Jones's superb editing skills are highly recognized throughout the district and are predicated on his belief of Latin and Greek being important facets of modern education in understanding the structure of English and the history of Western culture.

Eugene Jones eloquently demonstrates, though enlightening historical facts, that more time should be spent understanding the past in order to make better decisions about the future. Mr. Jones's appreciation of both history and the Milwaukee Public Schools prompted him to co-found and serve as the President of the Milwaukee Schools Historical Society, Inc.

During his tenure at MPS, Eugene Jones has served eight superintendents, four board clerks, 36 school board members, and 12 boards, and has provided support for more than 1,000 Board and committee meetings. Mr. Jones has had an immeasurable impact not only on the members of the MPS family, but on the Milwaukee community and beyond. We are grateful for him and all that he has given to MPS and the greater MPS community.

The Milwaukee Board of School Directors recognizes and honors Eugene Jones for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

PROCLAMATION
In Honor of Eugene Jones
Upon His Retirement from the Milwaukee Public Schools

WHEREAS, Eugene Jones has faithfully served the Board of School Directors and the Milwaukee Public Schools since 1996, when he began his career with the Milwaukee Public Schools as a Secretary III in the Milwaukee Board of School Directors' business office, the Office of Board Governance; and

WHEREAS, Eugene Jones has served Milwaukee Public Schools' students, parents, and citizens at varying levels in the Board's business office — Secretary, Administrative Assistant, Assistant Director, Electronic School Board Trainer, Parliamentarian, and Assistant Board Clerk; and

WHEREAS, As Assistant Board Clerk/Assistant Director, Office of Board Governance, Eugene Jones assisted the Milwaukee Board of School Directors in the design of the paperless Board initiative, electronic publications, implementation of the ElectronicSchoolBoard system, and fulfilling statutory requirements in the transitions between school boards, board clerks, and superintendents; and

WHEREAS, The Board appointed Eugene Jones to his current position, Assistant Board Clerk/Assistant Director, Office of Board Governance, in 2002, and he has served eight Superintendents, six Board Clerks, 36 board members, 12 Milwaukee Boards of School Directors and he has clerked or assisted in 1,000 board and committee meetings; and

WHEREAS, Throughout his tenure at the Milwaukee Public Schools, Eugene Jones also served as the unofficial historian for the Office of Board Governance and was often called upon to provide information about MPS's past; and

WHEREAS, In addition to his regular duties as Assistant Board Clerk/Assistant Director, Office of Board Governance, Eugene Jones co-founded and served as the President of the Milwaukee Schools Historical Society, Inc.; and

WHEREAS, During his tenure as President of the Milwaukee Schools Historical Society, Inc., the Society earned a Merit Award from the Milwaukee County Historical Society for its successful efforts to collect, preserve, and interpret materials related to the history of public, private, and parochial education in the Milwaukee are; and

WHEREAS, Eugene Jones has faithfully executed the duties and responsibilities of his position with the highest level of professionalism, and his assistance to the Board has been critical to the Board's fulfilling its statutory duties; and

WHEREAS, Eugene Jones is now retiring after 21 years of devoted service to the Milwaukee Public Schools; and

WHEREAS, Eugene Jones is a Milwaukee native and graduate of Hawthorne Elementary School, Webster Junior High School, and Custer High School, and a true example of what it means to Start, Stay, and Succeed in Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Eugene Jones for his years of dedicated service to the Board, to Milwaukee Public Schools, and to the citizens of Milwaukee; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes 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 Eugene Jones in tribute to his record of dedicated public service to the citizens of Milwaukee, to the students in the public schools, and to the Milwaukee Board of School Directors.

Director Woodward moved to waive Board Rule 1.10(1) in order to consider the above proclamation in recognition of Eugene Jones on his upcoming retirement as Assistant Board Clerk/Assistant Director, Office of Board Governance.

Ayes — Directors Báez, Bonds, Miller, Philips, Woodward, Sain — 6
Excused — Directors Falk, Harris, and Voss — 3

Following a discussion on the proclamation, Director Bonds moved to adopt the proclamation recognizing Eugene Jones' service to the Milwaukee Board of School Directors.

Ayes — Directors Báez, Bonds, Miller, Philips, Woodward, Sain — 6
Excused — Directors Falk, Harris, and Voss — 3

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APPROVAL OF MINUTES

The minutes of the regular board meeting of August 31, 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

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:

- Close the GAP
- Educate the Whole Child
- Redefine the MPS Experience
- Rethink High Schools
- Re-envision Partnerships
- Strengthen Communication Systems & Outreach Strategies
- Develop Our Workforce
- Improve Organizational Processes

Day One for Traditional Calendar Schools

The first day of school for our Traditional Calendar Schools was September 5! Governor Scott Walker, DPI Superintendent Tony Evers, State Senator David Craig, Alderman Mark Borkowski, Directors Paula Phillips and Terry Falk, and other community partners join my team and me as we celebrated Day One at Whitman Elementary School. Students were greeted by Bango, mascot for the Milwaukee Bucks, and by members of We Six, a jazz ensemble from the Wisconsin Conservatory of Music. MPS has declared the 2017-18 school year as the Year of the Arts.

Meetings from late August through mid-September

- I attended the United Way partnership meeting. We are constantly brainstorming how we can raise more dollars, engage more people, and drive more impact for the community fund which supports our community schools. I also met with Jayne Thoma from United Way. We continue to work on identifying ways to increase volunteer engagement.
- I participated in the ribbon-cutting celebration for the brand new multi-sport court at Browning Elementary. The collective impact demonstrated by the corporate sector-specifically the Milwaukee Bucks and Johnson Controls was amazing and commendable. Their investment in this community is proof to our young people that they are special, that they are worth investing in and that we believe they have the ability to be successful — both inside and outside of the classroom.

- I participated in the 88Nine No Empty Backpacks event at Lancaster Elementary.
- I attended a meeting with Rock Ventures at Bradley Tech High School. I was MPS proud to showcase Bradley Tech, given the commitment from local educational institutions to the success of the school and the position it has as a national best-practice model in technology and trade education.
- I co-hosted a meet-and-greet for Dr. Mahalia Hines, the President of the Common Ground Foundation. The Foundation's mission is to empower high-school students from under-served communities to become future leaders. The program's focus is on character development, social impact, healthful living, technology, financial literacy, creative arts, and global leadership.
- My Senior Team and I held our weekly meeting at Milwaukee French Immersion, in support of the Kohl's Corporate — Backpack Giveaway. We appreciate Kohl's for the gifts of backpacks filled with all the tools and school supplies needed for a successful school year. The incredible generosity of Kohl's to ensure that all students start their educational journey off strong was truly commendable.
- I attended the launch of the Ascension Mobile Dental Clinic at River Trail Elementary. This event is vital to the students whom we serve at MPS. In our community, more than 60,000 children live in poverty and lack access to basic dental care. These children are at high risk for tooth decay, infection, and dental pain that keeps them out of school and negatively impacts their quality of life. Tragically enough, dental pain is a leading cause of students missing school in America — with children missing more than 51million hours of education each year. With many of our students being economically disadvantaged, it is invigorating to participate in such a worthwhile initiative.
- I attended and presented at the Kiwanis Club meeting. What a great opportunity to enlighten the community on the incredible strides we are making as a district! Many were interested in learning about our Collective Impact Strategy for Improvement: It Takes a Village, Collective Impact in MPS, and other topics, including Leading Through Equity, Mindfulness Over Matter, Department of Black & Latino Male Achievement (BLMA), Year of the Arts (YOTA), Universal Driver Education, culinary arts, and empowering families. The audience was engaging, and it was rewarding to experience their passion for MPS.
- The Salvation Army, in collaboration with WISN, held its annual backpack drive at Benjamin Franklin Elementary. For five years, we have had the privilege of receiving generous backpack and donations of school supplies from the Salvation Army and WISN.
- I was at James Madison High School for the announcement of the Sprint $1 Million Project. Nearly 3,000 MPS high-school students will receive free wireless devices and internet service, thanks to the $1 million project. Sprint will provide 2,800 devices each year for five years. Devices will be distributed to students through our high-school library media centers.

Events/Programs/Announcements

District scores improve on ACT exam

Milwaukee Public Schools' graduates of 2017 have recorded higher ACT test scores than did their predecessors, according to results released Thursday, September 7, 2017. Over the past five years, the district has seen scores climb in English, mathematics, reading, and science. The ACT is a nationwide test of proficiency in English, mathematics, reading, and science designed to measure the skills needed for success in first-year college coursework.

Five-year trends show continued progress for those who graduated in 2013 compared with 2017's graduates. For example, the composite reading score climbed from an average of 15.9 in 2013 to 16.7 in 2017. Average ACT scores in science improved from 16.4 to 17.2 over five years. The district's composite score increased from 15.8 to 16.5. The state composite score fell from 22.1 to 20.5 in the same time frame, but it must be noted that the number of students taking the ACT increased dramatically when ACT became the state accountability test.

The percentage of students who met college-readiness benchmarks in English, reading and science increased from year to year as well as over the five-year period. In the important writing component of the ACT exam, average writing scores for white and Hispanic students were higher than the state average for those same ethnic groups. MPS students who are white earned an average score of 6.6 compared with 6.3 for white students across the state. MPS Hispanic students outpaced their statewide peers with scores of 5.9 compared with 5.7.

Bucks and Johnson Controls Open $150,000 Multi-sport Complex at Browning Elementary

The Milwaukee Bucks and Johnson Controls recently held a grand opening ceremony for a $150,000 multi-sport complex on the campus of Browning Elementary School and Silver Spring Neighborhood Center in Milwaukee's Westlawn neighborhood. The project was initially announced in May, and construction had been ongoing in the months since the announcement. Browning Elementary School students had their first chance to play in the new space, which includes six basketball courts, one futsal court, a soccer field, and additional recreation space, all contained within a 200-meter track. The complex, which has Bucks and Johnson Controls branding, has been configured to allow flexibility for multiple sports such as volleyball and tennis and will be well lit to provide a safe space for recreation during evening hours.

Community generosity provides students with the tools to succeed

MPS partner Radio Milwaukee, with the support of *The Milwaukee Business Journal*, recently finished its second annual "No Empty Backpacks" school-supply drive. The effort encouraged hundreds of people and businesses from across the community to purchase and donate needed school supplies for low-income students. Special deliveries were made to six MPS schools: Carson, Hi Mount, Lancaster, Mitchell, Victory, and Thurston Woods. In all, the drive collected 37,389 items, including 350 backpacks, plus supplies such as pens, notebooks, protractors, glue, highlighters, markers, calculators, folders, flash drives, pencils, and paper. Students at Lancaster School received their backpacks at a special assembly that included a musical performance by eclectic Milwaukee hip-hop collective New Age Narcissism.

Awards/Recognition

MPS Alumni Weekend

The Run Back to School and the MPS Foundation's Inaugural Alumni Weekend were great successes! We had a great turnout and beautiful weather for the 10th Annual Run Back to School. Between volunteers and participants, we had over 1,000 people participate in the run to support the health and well-being of our youth, and there were nearly 350 people in attendance for the first-ever Alumni Awards Dinner held at the Italian Community Center — it was a sellout!

Nine individuals were honored at the inaugural Alumni Awards Dinner in the following seven categories:

- Start, Stay, Succeed Champion Award: Michael Harris, principal, and Nathaniel Deans, teacher, Riverside University High School (Riverside High School Alumni)
- Outstanding Alumni Award: Patricia Contreras, Director-Global Community Relations and Contributions,
- Rockwell Automation (Milwaukee Tech High School Alumna)
- Young Alumni Award: Keith Stanley, Executive Director, Near West Side Partners (Rufus King High School Alumnus)
- Service Award: Jackie Herd-Barber, Community Volunteer Extraordinaire (Custer High School Alumna)
- Corporate Partner Award: William "Bill" Berezowitz, Vice President and General Manager, GE Healthcare (Bay View High School Alumnus)
- Honorary Alumni Award: Joe and Jennifer Bartolotta, Bartolotta Restaurant Group
- Lifetime Achievement Award: Allan "Bud" Selig, Commissioner Emeritus, Major League Baseball (Washington High School Alumnus)

The event also served as a kick-off to the Foundation's annual giving campaign, which raises funds to support high-quality programming for MPS students at all grade levels, to provide resources for district projects and special educational events, and to award more than $60,000 in college scholarships to MPS graduates each year.

United Way held its Backpack Coalition, giving school supplies to freshmen at JMAC, South Division, and Bradley Tech, and to students at Browning, Hopkins-Lloyd, and Lincoln Avenue elementary schools. The students were so excited to receive the supplies and to see the generosity of our community.

United Way also held the Community Combined Giving Campaign Kickoff at the Zoo. This year's United Way team is full of energy and committed to a very successful campaign.

Heart & Stroke Walk

I would like to take this opportunity to thank all members of the MPS family who participated in Sunday's 2017 Heart & Stroke Walk at Veterans Park! MPS had a great showing, with over 400 participants. Special thanks to the following schools for going the extra mile to support and encourage the participants along the walk route:

- Bay View High School — Drumline, cheerleaders & staff of Vincent High School — Cheerleaders, staff & provided services through the Culinary Arts Program
- James Madison Academic Campus — Provided services through the Culinary Arts Program
- Washington High School — Cheerleaders, mascot, and staff
- Riverside University High School — Cheerleaders, football team, and staff

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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

After several months' delay, the Wisconsin State Budget has been signed into law. The Board's Legislative Policy Specialist shared final details concerning the budget, along with an update on federal- level policy action that may affect MPS.

* * * * *

(Item 2) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

Background

The Office of Board Governance has received notice from the Wisconsin Association of School Boards (WASB) of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB's Region 14, the Milwaukee Board of School Directors elects its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region, and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly in January 2018. The current WASB delegate from Region 14 is Director Terrence Falk.

Background

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 Rule 1.28, Board Memberships

Implementation and Assessment Plan

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate's signed declaration that he or she will serve if elected.

Committee's Recommendation

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

Consideration of this item was deferred until the October 2017 Board meeting.

* * * * *

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

Upcoming Project Work

Whistleblower

1. Background

On June 29, 2017, the Board approved the creation of Administrative Policy and Procedure 6.38, which enhances the reporting of theft, fraud, waste, abuse, and illegal or unethical behavior within the district. These documents align district practices to those of the City of Milwaukee.

2. Update

The OAE has been working with the Office of Board Governance-Audit Services and the Administration to review procedures and practices related to whistleblower protections for individuals that participate in inquires or investigations. Policy updates may be forthcoming to ensure that protections are explicit, communicated, and understood by those who participate in investigations.

School Resource Officer Evaluation

1. Background

On July 27, 2017, the Board directed the Administration and the OAE to engage an external evaluator to conduct an evaluation of the School Resource Officer Program, with a preliminary report to be brought to Board in December 2017 and a final report in May 2018.

2. Update

The OAE has worked with the Administration to create an RFP to engage an external evaluator. The RFP is expected to be released by the end of September to no less than three evaluators currently on the District's pre-approved evaluator list maintained by the Office of Innovation & Information-Division of Research and Evaluation.

3.10 HUB Policy Updates

1. Background

It is the declared policy of the Board to aid, to assist, and to protect, to the extent justified by the evidence, the interests of historically underutilized business (HUB) concerns in order to preserve free competitive enterprise and to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS are placed with HUBs. This is codified in Administrative Policy 3.10.

2. Update

Administrative Policy 3.10 was last updated in 2005. To remain current with practice, a review of this policy will be conducted, with recommendations for revision to be brought to the Board.

* * * * *

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of August 30, 2017, and September 1, 8, 21, and 22, 2017. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.
Absent and Excused — Directors Falk, Harris, and Voss — 3.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 2, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days* — was set aside at the request of Director. Bonds.

- Item 5, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on the Award of Professional Services Contracts* — was set aside at the request of Director Bonds.

- Item 8, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on a Request to Enter into an Exception-to-Bid contract with Direct Path LLC (Previously patient Care) for Benefit Advocacy/Customer Service* — was set aside at the request of Director Bonds.

- Item 3, of the Report of the Committee on Parent and Community Engagement — *Report with Possible Action on Black and Latino Male Achievement* — has been set aside at the request of Director Báez.

- Item 1, of the Report on Strategic Planning and Budget — *2017-18 Fall Budget and Staffing Adjustments Overview* — was set aside at the request of Director Woodward.

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

Ayes — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.
Excused — Directors Falk, Harris, and Voss — 3.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	
2	Garry Levy	Boiler Attendant Trainee $32,863.74	07/10/2017
5	Laurette Amoroso	Nutrition Technician $35,964.00	07/13/2017
5	Scott Gleisner	Painter $30.07 per hour	07/31/2017
2	Denise Thompson	School Secretary I — 10-month $24,123.00	07/27/2017
2	Carmellett Westmoreland	School Secretary I — 11-month $25,472.00	07/28/2017
		Promotions	
2	Devona Blount	Central Kitchen Manager Assistant II $37,797.00	07/24/2017
5	Jacob Cordes	Laborer - Chargeman $30.40 per hour	07/10/2017
4	Guadalupe Lopez	Payroll Assistant I $32,568.00	07/05/2017
4	Rebeca Areizaga	School Secretary I — 11-month $33,572.00	07/28/2017
5	Janet Kasprzak	Secretary II $41,000.00	07/05/2017
5	Mary Balistreri	Secretary II $39,405.00	07/12/2017

Action on Certificated Appointments

Code	Name and Position	Division	Salary	Date
	Teachers			
5,nr	Beck, John Gen Elem & K8 — All Grades	B	$52,500.00	8/7/2017
5,r	Fritz, Mark School to Work	C	$62,508.00	8/7/2017
5,r	Hayes, Victoria Speech Pathology	B	$44,311.00	8/28/2017
5,nr	Korotev, Jayne Day to Day Teacher	B	$41,311.00	8/7/2017
5,r	Monaco, Joan IDEA — Speech Pathology	B	$62,508.00	8/7/2017
5,nr	Nelson, Emery Special Ed Multicategorical	B	$41,311.00	8/7/2017
2,r	Roberts, Keith Health & Phy Ed	C	$48,322.00	8/7/2017
5,nr	Rogall, Joseph Gen Elem & K8 — All Grades	B	$51,000.00	8/17/2017
5,r	Scholz, Axel Science	B	$41,311.00	8/7/2017
4,nr	Senske, Andrea Cat Math High	B	$41,311.00	8/7/2017

Code	Name and Position	Division	Salary	Date
5,r	Wright, Peter Special Ed Multicategorical	B	$42,314.00	8/7/2017
5,r	Zelinski, Allison Special Ed Multicategorical	B	$41,311.00	8/7/2017
	Teachers — IB Calendar			
5,nr	Bart, Elizabeth Special Ed Multicategorical	B	$41,311.00	8/7/2017
5,nr	Bell, Courtney Foreign Language	B	$45,386.00	8/7/2017
5,nr	Koberstein, Anne Multicategorical Comp Sen	B	$41,813.00	8/7/2017
	Permit Teacher — IB Calendar			
5,nr	Gawlik, Aleksandra Special Ed Multicategorical	B	$41,311.00	8/7/2017
	School Social Worker			
5,nr	Bersch, Elizabeth Social Work	2A	$52,093.00	8/16/2017
5,nr	LeClair, Alanna Social Work	2A	$52,093.00	8/16/2017
	School Social Workers — IB Calendar			
5,r	Bretzmann, Jordan School Social Work	2A	$52,093.00	7/27/2017
5,r	McDermott, Peter	2A	$52,093.00	7/27/2017
	School Social Work			
5,r	Veto, Emily School Social Work	2A	$52,093.00	7/27/2017
	School Psychologists			
5,nr	Brugger, Ashley School Psych Services	51C	$53,503.00	8/16/2017
5,nr	Calawerts, Stephanie School Psych Services	51C	$53,503.00	8/16/2017
3,nr	Chan, Kai School Psych Services	51C	$53,503.00	8/16/2017
5,r	Ferry, Matthew School Psych Services	51C	$53,503.00	8/16/2017
5,r	Korducki, Richard School Psych Services	51C	$85,293.00	8/16/2017
5,r	Kuiphoff, Jessica School Psych Services	51C	$55,003.00	8/16/2017
3,nr	Shah, Seema School Psych Services	51C	$53,503.00	8/16/2017
	School Psychologist — IB Calendar			
5,nr	Brooks, Julie IEP Teams	51C	$65,503.00	7/27/2017
5,r	Carter, Jennifer HS/MS Psych Services	51C	$53,503.00	7/27/2017
5,r	Kast, Erica HS/MS Psych Services	51C	$53,503.00	7/27/2017
5,nr	Meyer, Susan School Psych Services	51C	$62,000.00	7/27/2017
5,nr	Patterson, Jenessa School Psych Services	51C	$53,503.00	7/27/2017

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..... 2
(4) Hispanic..... 1
(5) White..... 29
(6) Other..... 0
(7) Two or More Ethnic Codes..... 0
Males..... 9
Females..... 24

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2017		
Elaine Everding	Fratney	08/28/2017
Lori Dingman	Vincent	08/28/2017
Illness Leave, May 2017		
Joanne Murphy	Engleburg	05/30/2017
Illness Leave, October 2017		
Danielle Schuh	Andrew Douglas	10/29/2017

Report on Certificated Resignations and Retirements

Reason	Years Service	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	4.7	5	Laurie Anderson	Teacher	Morse	07/28/2017
Personal	9.0	5	Richard Annis	Teacher	Gaenslen	07/25/2017
Other Work	2.0	5	Carolyn Atwell	Teacher	Spanish Imm	08/01/2017
Personal	19.0	5	Jennifer Baciak	Teacher	Parkside	07/25/2017
Personal	8.0	5	Thomas Baker	Teacher	Meir	08/01/2017
Other Work	3.9	5	Eric Bakka	Teacher	Lincoln MS	07/27/2017
Retire	32.2	5	Kevin Berlin	Teacher	HS of the Arts	10/11/2017
Other Work	3.0	5	Kayla Bruss	Teacher	Thurston Woods	07/25/2017
Personal	0.5	2	Sabrina Catlett	Teacher	Marshall	07/28/2017
Other Work	6.8	5	Wendy Concha Beirs	Teacher	Greenfield	07/25/2017
Personal	19.5	2	Latasha Dawson	AP	Marshall HS	08/08/2017
Other Work	2.3	5	Michael Elrod	Teacher	Gaenslen	08/02/2017
Other Work	17.0	5	Amy Fialkowski	Teacher	Hawthorne	08/03/2017
Other Work	8.0	6	Daniel Fouliard	Teacher	Pulaski	08/05/2017
Other Work	15.0	4	Jose Frias	Teacher	Rufus King	07/28/2017
Other Work	1.0	5	Sarah Gabriel	Teacher	Bay View	07/10/2017
Personal	12.0	5	Cady Gill	Teacher	Central Svcs	07/31/2017
Personal	3.8	5	Morgan Grimes	Teacher	Grantosa	07/17/2017
Other Work	3.5	5	Torrey Lauer	Teacher	North Division	07/27/2017
Other Work	9.0	5	Kristin Lee	Teacher	Auer	06/30/2017
Personal	5.0	5	Jean Lein	Teacher	Central Svcs	08/31/2017
Other Work	21.0	5	David Long	Teacher	Rufus King	07/07/2017
Personal	0.5	5	Gena Lyon	Teacher	French Immersion	07/10/2017
Other Work	3.0	2	Joshua Mack	Teacher	Marshall HS	07/11/2017
Personal	8.5	5	Rebecca McCallister Hall	Teacher	Greenfield	06/13/2017
Personal	10.0	5	Maggie McGinty	Teacher	Central Svcs	07/24/2017
Other Work	12.0	2	Lekynik Meyer	Teacher	French Immersion	07/31/2017
Personal	1.6	5	Amanda Munsch	Teacher	Morgandale	07/26/2017
Personal	3.0	4	Beatriz Pacheco	Teacher	Lincoln MS	07/25/2017
Personal	2.0	5	June Page	SSW	Central Svcs	07/10/2017
Personal	9.0	2	Krishana Robinson	Teacher	Bethune	07/26/2017
Other Work	0.3	5	Mary Roidt	Teacher	Central Svcs	07/12/2017
Personal	2.0	5	Lauren Rutter	Teacher	HS of the Arts	07/28/2017
Personal	9.7	4	Blanca Sanchez Walker	Teacher	Doerfler	07/17/2017

Reason	Years Service	Ethnic Code	Name	Position	Location	Effective Date
Other Work	3.0	5	Thomas Schadeberg	Teacher	Grantosa	07/13/2017
Other Work	3.4	5	Gregory Springman	Teacher	Lincoln Ave	08/16/2017
Personal	8.6	5	Shane Tendick	Teacher	North Division	08/02/2017
Personal	1.0	2	Reginald Thompson	Teacher	Bay View	06/30/2017
Other Work	8.7	4	Guadalupe Torres	Teacher	ALBA	07/11/2017
Retire	17.0	2	Margaret Wallace	Teacher	Lancaster	07/21/2017
Personal	15.0	5	Lisa Wolter	Teacher	Riley	08/11/2017
Other Work	0.7	5	Suzanne Zidek	Teacher	IDEAL	07/20/2017
Retire	29.3	5	Norah Zilisch	Teacher	New School	11/20/2017
			Classified Retirements			
Retire	26.4	2	Tim Belin	CHA	Marshall HS	07/02/2017
Retire	33.5	5	Judith Bentley	Gen Ed Asst	Hamilton HS	06/30/2017
Retire	49.8	5	Erwin Bukin	Proc Assoc	Central Svcs	07/05/2017
Retire	28.7	5	Elizabeth Fleming	Para	Riley	06/30/2017
Retire	31.8	5	Shirley Lakritz	Para	Kilbourn	07/07/2017
Retire	23.1	2	Milo Lee	Safety Asst	SS&A	07/02/2017
Retire	27.8	2	Delores Lenora	Safety Asst	SS&A	07/01/2017
Retire	16.2	5	Lois Mattias	BSH I	Victory	07/20/2017
Retire	13.5	2	Wendy Poole	BSH I	Webster	07/01/2017
Retire	12.5	2	Sharon Skinner	Manager	Central Svcs	07/01/2017
Retire	26.7	5	Mark Strzelecki	Roofer	Roofing Shop	07/01/2017
Retire	13.2	2	Shirley Turner	Analyst	Central Svcs	07/01/2017
Retire	23.6	5	Daniel Wescott	Engineer I	Neeskara	07/01/2017

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for August 2017 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 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, 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:

Code	Name	Position	Salary
(5)(r)	Christopher Hauser	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A $132,237
(5)(r)	Jennie Ekstein	Social Studies Curriculum Specialist Office of the Chief of Academics	Schedule 03, Range 11A $103,712
(5)(nr)	Kimberly Merath	PBIS Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09A $93,368
(3)(nr)	Joseph Hill*	Coordinator II, Non-Public Education Services Office of the Chief of Finance	Schedule 03, Range 07A $88,499

Code	Name	Position	Salary
(5)(r)	Carrie Vanden Wymelenberg	Grants Specialist I Office of the Chief of Innovation & Information	Schedule 03, Range 08A $63,966
(3)(r)	Molly Xiong	Management Intern Office of the Chief of Finance	Schedule XXX, Range 4R $32,967

Recommended Reassignments

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

Code	Name	Position	Salary
(2)(r)	Kimberly Dunn	Assistant Principal III, Obama SCTE Office of the Chief of School Administration	$87,549

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):

Code	Name	Position	Salary and Dates
(5)(r)	Dare Boling	InSPIRE Grant Manager Office of the Chief of Academics	$50.00 8/14/17 to 12/22/17
(5)(r)	Randie Clark	School Psychologist Office of the Chief of Academics	$50.00 9/5/17 to 1/20/18
(5)(r)	Jennifer Maederer	School Psychologist Office of the Chief of Academics	$50.00 8/16/17 to 1/12/18
(3)(nr)	Vasundhara Sekhar	School Psychologist Office of the Chief of Academics	$50.00 9/5/17 to 1/20/18
(5)(r)	Randall Welniak	School Psychologist Office of the Chief of Academics	$50.00 9/5/17 to 1/12/18
(3)(nr)	Joseph Hill*	Non-Public Coordinator II Office of the Chief of Finance	$42.55 8/14/17 to 11/4/17
(5)(r)	Colleen Haubner	Building Coordinator for Evaluation Teams Office of the Chief of Academics	$40.00 7/24/17 to 12/22/17
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator Office of the Chief of Academics	$40.00 8/14/17 to 12/22/17
(5)(r)	Jenni Henze	Smart Spaces Online Instructor Office of the Chief of Academics	$31.00 9/1/17 to 3/1/18
(4)(r)	Julia Carrillo	Regional Attendance Support Liaison Office of the Chief of School Administration	$30.00 8/14/17 to 12/30/17
(5)(r)	Tamera Derby	Smart Spaces Classroom Facilitator Office of the Chief of Academics	$30.00 9/1/17 to 3/1/18
(4)(r)	Yolanda Estante	Music Office of the Chief of School Administration	$30.00 8/28/17 to 2/28/18
(2)(r)	Patricia Kirby	Preventative Services Office of the Chief of School Administration	$30.00 8/14/17 to 2/14/18
(2)(r)	Gloria McGee	Regional Attendance Support Liaison Office of the Chief of School Administration	$30.00 8/14/17 to 12/30/17
(2)(r)	Rosalind Owens	Regional Attendance Support Liaison Office of the Chief of School Administration	$30.00 8/14/17 to 12/30/17
(5)(nr)	Catherine Quandt	Psychometric Assistant Office of the Chief of Academics	$30.00 9/5/17 to 1/12/18
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate Office of the Chief of Academics	$30.00 8/1/17 to 1/31/18

Director Miller moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, and President Sain — 4.
Noes — Directors Bonds, Woodward — 2

* * * * *

(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

RFB 5755 Authorization to Enter into a Blanket Agreement with CDW Government LLC for Charging Carts for Chromebooks

The Administration is requesting authorization to enter into a blanket agreement with CDW Government LLC to provide charging carts for Chromebooks, manufactured by Spectrum, to MPS schools and departments as needed. These carts will be used to secure, charge, and transport Chromebooks within our school buildings. This vendor, who was chosen pursuant to RFB 5755, was the lowest-complying bidder.

The contract will run from October 1, 2017, through August 31, 2018, (the "Initial Term"), with up to two additional one-year extensions if certain performance metrics incorporated into the RFB are met.

The total cost of the goods purchased will not exceed $596,290 during the Initial Term of the blanket agreement.

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

Routine Monthly Reports

The report on administrative and school fund transfers; report on contracts under $50,000 and cumulative total report; and report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational items, and no action is required.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Hamilton High School	The Kula Foundation*	$8.21	Red Robin Donation
Washington High School of I.T.	The Kula Foundation*	$0.47	Loyalty Program
Bradley Trade & Tech	The Kula Foundation*	$9.47	General School
Bradley Trade & Tech	Clutch Corp.	$200.00	General School
Bradley Trade & Tech	Clutch Corp.	$200.00	General School
Bradley Trade & Tech	Clutch Corp.	$200.00	General School
Kilbourn School	Leaddog Marketing Group	$133.26	Kohl's Grant
Kilbourn School	Leaddog Marketing Group	$321.75	Kohl's Grant
Kilbourn School	Leaddog Marketing Group	$234.80	Kohl's Grant

Location	Donor	Amount	Gift or Purpose
Parent Information Services	The Pfister Hotel	$248.81	Alumni After School Networking Event
South Division High School	The Kula Foundation*	$4.24	Red Robin Donations
Obama School of Career & Tech Ed	The Kula Foundation*	$1.80	Support for Entire School
Obama School of Career & Tech Ed	The Kula Foundation*	$2.20	Support for Entire School
Ronald Reagan High School	The Kula Foundation*	$10.73	General School Supplies
	Total Monetary Donations	***$1,575.74***	
Non-Monetary Donations			
MacDowell Montessori	Donors Choose	$244.00	Fans
MacDowell Montessori	Donors Choose	$358.06	Water & Cooling
James Madison Academic Campus	A Gift For You	$12.86	Book
Kilbourn School	Adopt A Classroom	$301.00	Math/Incentive Charts, Tape
Kilbourn School	Adopt A Classroom	$498.58	Digital Camera, Coffee Maker
Kilbourn School	Adopt A Classroom	$200.82	Reading and Writing Supplies
Kilbourn School	Adopt A Classroom	$51.23	Pencils, Books, Crayon, Ruler
Kilbourn School	Adopt A Classroom	$511.06	Rug, Puppet Set, Basketball Set
Kilbourn School	Adopt A Classroom	$499.17	Art Sets, Scissors, Skill Books
Kilbourn School	Adopt A Classroom	$500.00	Pencils Erasers, Newsprint Paper
Kilbourn School	Adopt A Classroom	$491.17	Pencils, Adhesive Rolls
Kilbourn School	Adopt A Classroom	$653.59	Puppets, Paint, Dry Rack Mats
Kilbourn School	Adopt A Classroom	$487.14	Duplo Legos, Kitchen Set
Kilbourn School	Adopt A Classroom	$171.09	Flash Cards
Kilbourn School	Adopt A Classroom	$501.46	Books, Games, Trays, Math
Kilbourn School	Adopt A Classroom	$502.95	Pompoms, Art Supplies, Baskets Stool
Kilbourn School	Adopt A Classroom	$500.00	House Area Blocks, Containers
Kilbourn School	Adopt A Classroom	$486.73	Books, Headphones, Flashcards
King High School	Debra Jupka	$66.00	Sheet Music
Ronald Reagan High School	Milwaukee Wave — Samantha Ruekert	$53.00	Milwaukee Wave Tickets
Ronald Reagan High School	Beer Belly's Restaurant	$20.00	Gift Cards
Ronald Reagan High School	Milwaukee Admirals — Jaymee Ebbers	$60.00	Admirals Game Tickets
Ronald Reagan High School	Milwaukee Brewers — Katina Shaw	$92.00	Milwaukee Brewers Tickets
Ronald Reagan High School	Fast Track Oil Change Center — Toni Wegner	$40.00	Oil Change Certificate
Ronald Reagan High School	McDonald's — Donna Stresing	$36.00	Meal Coupons
Ronald Reagan High School	Rocky Rococo	$275.00	Pizza for a Year
Ronald Reagan High School	Green Bay Packers — Julie Brockel	$60.00	Visor, Mug, Cooler Bag, T- Shirt
Ronald Reagan High School	Wisconsin Timber Rattlers — Mary Robinson	$56.00	Timber Rattlers Tickets
Ronald Reagan High School	Milwaukee Bucks — Mikaela Perry	$260.00	Milwaukee Bucks Tickets
Ronald Reagan High School	Donors Choose	$807.00	Science Field Trip
Total Non-Monetary Donations		***$8,795.91***	
Total Value of Donations for September 2017		***$10,371.65***	
****Donations from MPS Alumnus***		***$37.12***	

Committee's Recommendation

Your Committee recommends that the Board (1) authorize the purchase and (2) 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.

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts and Emergency Contract

Background

Recommended for the Board's approval at this meeting are:

- Construction Contracts Requested for Approval
  - — Newport Network Solutions for Proximity Card Access Control Installations at the following schools: Hampton Avenue, Lloyd Barbee Montessori, Milwaukee German Immersion, Thurston Woods, Townsend and Transition High School (Westside Academy II Building), FAR 00 SPJ DW ECNC ..... $ 77,941.00
  - — Burkhart Construction Corporation for Interior Remodeling at Central Services, FAR 00 RDP DW ECNC7 ..... $ 708,200.00
- Professional Services Contracts for Approval
  - — MGT of America Consulting, LLC for Long-Range Facilities Master Planning Services for all MPS Sites, FAR 00 RDP DW ECTS ..... $ 956,501.00
  - — Site Design Group, LTD for Playfield and Fieldhouse Design Services for Burnham Playfield and Alba School Playground at Walker Complex, STS 00 RFI B2 ECNC MBM 0A BDS A3 EMMB ..... $ 173,680.00
  - — Smith Group JJR for Playfield and Fieldhouse Design Services for Columbia Playfield, Custer Playfield, and Southlawn Playfield, Code: STS 00 RFI B2 ECNC ..... $ 272,400.00
- Report of Emergency Contract
  - — Wilkin Insulation Company, to address fireproofing material during the roof-replacement project at Wisconsin Conservatory of Lifelong Learning, FAR 00 MM2 WC ECNC HVA5 ..... $ 151,500.00

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:

- Total Construction Contracts Requested ..... $ 786,141.00
- Total Professional Services Contracts Requested ..... $ 1,402,581.00

- Total of Emergency Contract ..... $ 151,500.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

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 and described above.

Adopted with the roll call vote to approve the balance of the Committee 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:

- EdTech Strategies, LLC, for E-Rate consulting services,
  TSV-0-0-TEC-TC-ECTS ..... $ 282,460
- Hoonuit, LLC, for online professional development and training content,
  SDV-0-S-T28-OD-ECTS ..... $ 95,000
- Goodwill Talentbridge, LLC, for contracted staffing services,
  varies by location using services ..... $ 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:

1. the Board accept the Administration's recommendation, with the exception of the Goodwill Talentbridge extension;
2. the Board allow the Goodwill Talentbridge substitute-teacher service contract to sunset on December 31;
3. the Administration establish a taskforce to discuss and to construct options to bring to the Board on the issues of:
   a. providing substitute teachers to the classrooms;
   b. hard-to-fill assignments in our schools;
   c. possible options for providing healthcare to substitute teachers;

4. the taskforce begin meeting immediately following the full board meeting on September 28;
5. that the taskforce meet at least three times before the November meeting of the Committee on Accountability, Finance, and Personnel to present possible options for possible action in November;
6. following in December and January, the taskforce discuss possible options for healthcare for substitute teachers;
7. those options be presented during the February board cycle; and
8. the taskforce be made up of two representatives from the MTEA, two representatives from the Administration, one representative from the Office of Accountability and Efficiency, one community representative, one parent representative, and one member of the Board.

Director Miller moved to adopt the committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, and President Sain — 4.
Noes — Directors Bonds, Woodward — 2

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(Item 6) 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:

- Overdrive, Inc., for Virtual Library Subscription and Purchases, SLB-0-S-CSF-DW-ENTB ..... $ 70,000
- Children's Service Society of Wisconsin, for Services Related to the Project Prevent/Resilient Kids Grant, DTI-0-S-RX8-DE-ECTS ..... $ 114,232
- UW Board of Regents, to Provide Project Evaluation for the Project Prevent/Resilient Kids Grant SYS-0-S-RX8-DE-ECTS ..... $ 75,000
- Board of Regents of the University of Wisconsin System on behalf of UWM-TRIO, for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 165,414
- Board of Regents of the University of Wisconsin System on behalf of UWM-SREED for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 258,181
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Madison (PEOPLE) for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 135,363.06
- Boys & Girls Club of Greater Milwaukee, Inc., for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 85,312.50

- Marquette University for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 85,000
- Cardinal Stritch University for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 110,000
- Milwaukee Area Technical College for Services Related to the United States Department of Education's GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... $ 87,500
- Milwaukee Achiever Literacy Services, Inc. for Adult Basic Education Services, DTI-0-S-1C8-IF-ECTS ..... $ 90,000

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 purchase orders will be issued and 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 7) Action on Resolution 1718R-004 by Directors Phillips and Voss Regarding School Nutrition Services

Background

On August 31, 2017, the Milwaukee Board of School Directors referred Resolution 1718R-004 by Director Phillips, regarding School Nutrition Services (SNS), to the Committee on Accountability, Finance, and Personnel:

> WHEREAS, The vision of the Milwaukee Public Schools states, "All district staff will be committed to providing an educational environment that is child-centered, supports achievement, and respects diversity. The district and its schools will collaborate with students, families and community for the benefit of all"; and
>
> WHEREAS, The core beliefs of the Milwaukee Public Schools include, "Involved families are integral to increasing student achievement. Student voice is encouraged and respected"; and
>
> WHEREAS, MPS Administrative Policy 4.07 states, "School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students"; and

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

WHEREAS, Through its policies and practices, the District has made a commitment to provide a quality education for all students, which includes providing nutritious meals; and

WHEREAS, Parents and students have expressed to Milwaukee Public Schools their desire to improve the quality of school meal menus; now, therefore, be it

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 breakfast that:
   a. limits processed, high-sugar offerings, and
   b. increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week and at lunch a minimum of three times a week;
2. supply trays and/or plates, rather than cardboard or tin cups, 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 and provide school lunch times on school websites.

The Administration requests that additional time be allowed to provide a formal response to this resolution. What is before you this evening is a brief description of programs, menu items, and similar items that are currently used or on schedule to be implemented this school year. We will take the feedback from this evening's public testimony and use it as we prepare our formal response.

The Administration would like to share the following preliminary information and highlights related to the work of SNS on behalf of our students.

For our traditional breakfast, we currently offer a four-week menu cycle. It provides hot meals a minimum of twice per week. Students who are served breakfast in the classroom also receive a four-week menu cycle consisting of nine unique breakfast kits. Both menus provide students with one cup of fruit daily for breakfast.

SNS utilizes the "Offer-versus-Serve" option, which allows students to select a minimum of three of five meal components, in order to reduce food waste. Schools must offer students all five required components (meat, grain, vegetable, fruit, and milk), and one of the selections must be a ½-cup of fruit or vegetable.

By November 2017, SNS will offer fresh fruit at breakfast a minimum of two times per week in traditional breakfast and breakfast in the classroom. At lunch, we currently offer fresh fruits and vegetables a minimum of three times per week. In fact, most days, a fresh fruit or vegetable is served at lunch!

The Fresh Fruit and Vegetable Program is currently in 57 MPS elementary schools. Elementary school children are served a fresh fruit or fresh vegetable twice per week in the classroom, along with a nutrition lesson.

School Nutrition has also been participating in Farm-to-School initiatives. In this program, funds are used to procure local produce and dairy from Wisconsin farmers. Breads are also purchased from bakeries located within 250 miles of the district. This school year, we are proud to announce that we have teamed up with a local farmer and processor to provide MPS with broccoli buds.

For traditional cooking sites, we recently ordered a sturdier five-compartment tray that meets our eco-friendly and compostable standards. This tray is expected to arrive at MPS schools later this school year.

School Nutrition will continue to maintain public communication and post monthly menus, nutrition education resources, and student nutrition and wellness policies and procedures on the MPS SNS website. School Nutrition staff are available via email or phone to address public concerns. Parents are welcomed and encouraged to be active participants in their children's Coordinated School Health & Wellness Team. We welcome parents to join their students for a school meal.

School-based taste-tests are conducted at a variety of schools throughout the school year to determine students' preferences. The responses from students determine what products are placed on the menu.

Each school governs meal times and length of service based on its scheduled curriculum. In turn, SNS responds to the needs of individual schools. Each school is responsible for maintaining its school websites--where meal times can be posted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

Committee's Recommendation

Your Committee recommends that the Board defer action on Resolution 1718R-004 until the November Board cycle, to allow the Administration additional time to conduct necessary analysis, especially as it relates to potential fiscal implications related to the resolution, with the understanding that we will hold listening sessions and get community input from all areas of the District.

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

* * * * *

(Item 8) Action on Request to Enter into an Exception-to-Bid Contract with Direct Path LLC (Previously Patient Care) for Benefit Advocacy/Customer Service

Background

The Administration is requesting authorization to enter into a two-month exception-to-bid contract with Direct Path LLC (previously Patient Care) for customer service for the district's benefits programs.

Direct Path provides support to employees and retirees by providing education and answers regarding the MPS benefit plan and government plans such as Medicare and COBRA. Direct Path advocates for employees and retirees regarding health services and resolutions of billing issues, provides pricing-transparency services to assist employees and retirees in selecting quality and cost-effective care, and assists during annual open enrollment with plan choices and evaluation.

Patient Care's present contract is scheduled to end on October 31, 2017; however, MPS's open-enrollment period runs from October 23, 2017, to November 10, 2017. Ending the services during the open-enrollment period would be a detriment to those employees who rely on the services. The new contract will run from November 1, 2017, through December 31, 2017.

A new RFP for these services has been initiated, and the Administration intends to bring forth a new contract with an effective date of January 1, 2018, which aligns with the beginning of a benefit plan's new plan year.

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 total cost of the contract will not exceed $45,000. DWC-0-0-EMB-DW-EMDI

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the contract.

Committee's Recommendation

Your Committee recommends that the Board approve the exception-to-bid contract, as attached to the minutes of your Committee's meeting, with Direct Path LLC (previously Patient Care) for benefit advocacy/customer service.

Director Phillips moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, Woodward, and President Sain — 5.
Noes — Directors Bonds — 1

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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 Annual School Reading Drives Achievement Procedural Compliance Self-Assessment (RDA: 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.

Administration's Report

1. The Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA or self-assessment) is one part of the Department of Public Instruction's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

2. Milwaukee Public Schools is committed to practices that lead to improved service delivery, provide information regarding needed professional development, and contribute to staff accountability for high-level outcomes for students with disabilities.

Procedural Compliance Self-Assessment History

3. In 2003, the Special Education Oversight Action Plan (SOAP) required MPS to align special education staff to increase accountability and support for students with disabilities, to develop and support a system to assist parents who have concerns (which is our current Parent Dispute Resolution System [PDRS]), and to develop and support a continuous-improvement-focused monitoring system. The continued-improvement-focused monitoring (CIFM) process included three major areas:

- monitoring of teachers and individualized education program;
- reviewing of systems within a school under the IDEA-2004 that were not part of the IEP, such as discipline, attendance; and service delivery, and
- implementing an annual school-based assessment with mandatory corrections.

4. In 2012, the Department of Public Instruction (DPI) determined that MPS had made systemic progress to enable MPS to use the same accountability as does the rest of the state. That accountability system was the Procedural Compliance Self-Assessment (PCSA). The only difference between MPS and the rest of the state was that MPS would be reviewed every year, rather than the rotating schedule of every five years as are other school districts.

5. The Procedural Compliance Self-Assessment includes a school-based assessment that is completed annually during the spring. At that time, a one-time annual measurement of compliance is completed at each school in the district. The results of the assessment provide school-based and district-level data. The district-wide data are used to analyze the need for district supports and to develop plans of improvement for district-wide systems serving students with disabilities.

Procedural Compliance Self-Assessment Focus Areas

Training of Staff

6. Staff assigned to review students' records were trained by DPI in the Spring of 2017 in the RDA: PCSA Training and Certification eCourse. There will be a training refresher in February of 2018 prior to MPS's assessment

Sampling

7. The third-Friday count of MPS students with IEPs Wisconsin Information System for Education IDs will be uploaded, and the samples will be created. The Department of Public Instruction's reporting tool will generate samples for the IEP, IEP Implementation, and Discipline items.

Compliance of Items

8. Each student's most recent evaluation or re-evaluation will be reviewed, along with the student's current IEP. Evidence to indicate whether or not the student has received the required services and the progress made on his or her goal(s) will be provided by an IEP case manager for review. A district review of documentation of MPS's policies, procedures, and practices concerning the tracking of disciplinary removals of students with disabilities, along with documentation of educational services provided during each removal beyond the 10th cumulative day, will also be reviewed.

Corrections of Items

9. DPI will provide a list of student-level corrections that need to be made, along with due dates. MPS is required to meet current compliance based on the timeline.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

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

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

Administration's Report

1. Least Restrictive Environment is one of the most significant components in that Individuals with Disabilities Education Act (IDEA)-2004. It requires, to the maximum extent appropriate, that 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 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 district percentages quarterly regarding 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 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 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 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	5A:	5B:	5C:
Target 2016-17	68.40%	8.30%	1.00%
MPS August 2017	74.76%	24.53%	0.71%

Please note, the numbers for MPS's August LRE are from the schools on the Early Start Calendar. At the time of the report, there were 10,773 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

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(Item 3) Report with Possible Action on Black and Latino Male Achievement

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 late July, the Milwaukee Board of School Directors approved four staff members for the Department of Black and Latino Male Achievement (BLMA) — Juan Báez, Ed.D., Director; Lanelle Ramey, Director; Paul Moga, Coordinator; and David Castillo, Planning Assistant. The BLMA Team began on August 14, 2017. Each brings diverse perspectives and experiences to the department.

The department, which reports directly to Superintendent Darienne Driver, will work to analyze data and adopt local and national best practices that result in improved academic and life outcomes for students.

Examination of student-achievement data for all students indicates that Black and Latino students are consistently below their peers. It is critical to improve outcomes for all students. Focusing specifically on Black and Latino males' achievement will benefit all students in MPS.

The National Campaign for Black Male Achievement (CBMA) will support the Department of Black and Latino Male Achievement through a strong partnership. CBMA, which has selected Milwaukee as one of five priority cities, has worked closely with district and community leaders to identify proven strategies and to coordinate resources to improve academic and life outcomes for boys and men of color.

The presentation attached to the minutes of your Committee's meeting will provide an overview of current priority strategies that will lay the foundation for creating systems, structures, and spaces that will guarantee success for all Black and Latino boys and young men in MPS. If we

1. consistently demonstrate and communicate high expectations for Black and Latino male boys and young men;
2. create safe, protected, and empowering spaces for Black and Latino boys and young men to explore and dissect their individual and collective past, present and future;
3. facilitate partnership and collaboration between staff, students, families; and community;
4. aggressively transform the narrative surrounding Black and Latino boys and young men in Milwaukee;
5. develop school communities that prioritize support and accountability towards positive mindsets and best practices; and
6. identify and use metrics and data to make informed decisions, to monitor progress, and to create positive and relevant action steps;

then Black and Latino boys and young men will

a. feel validated and supported inside and outside of school;
b. possess an affirmed sense of identity, dignity, and self-confidence;
c. be self-determined and have the necessary tools to triumphantly navigate college, career, and life after high school; and
d. become transformative and responsible members of their local and global communities.

The 100 Days Plan for the BLMA includes

- finalizing Year 1 priority projects, pilots, and initiatives;
- developing critical networks and a community-engagement strategy;
- researching best practices, engaging in professional development;
- initiating resource-development strategy;
- forming a BLMA community advisory council and a BLMA student advisory council;
- establishing departmental structure, roles, and responsibilities;
- creating a data dashboard; and
- integrating self-care, healing, and dignity.

Background

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.

Director Báez moved that the Offices of Business, Community and Family Partnerships and Student Services conduct an assessment of the potential permanent or temporary relocation of students from Puerto Rico who may relocate to Milwaukee because of the recent devastation caused by Hurricanes Irma, Harvey, and Maria; and that this assessment include:

1. a plan for students to be registered in the district's student database, understanding that students may arrive without paperwork typically needed to register for school;

2. a plan for families to receive additional services, such as counseling, special education, ELL services, and food;

3. a plan to work closely with community-based organizations and other agencies involved in assisting Puerto Rico on matters related to natural disasters; and

that the Administration report to the Board of Directors on its efforts by December 2017 and periodically, as appropriate.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.
Noes — 0.

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Falk 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) 2017-18 Fall Budget and Staffing Adjustments Overview

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

Budgeting is the process of setting financial and enrollment goals, forecasting future financial resources and needs, monitoring and controlling income and expenditures, and evaluating progress toward achieving the district's goals. Detailed budget planning allows MPS to maximize instructional opportunities for children while ensuring prudent use of resources.

The annual budget not only serves as a financial and operations plan for the immediate ensuing fiscal period, but also serves broader management and information purposes. The district-wide budget-development process is a multi-year collaborative process involving many stakeholders, including students, school engagement councils (SECs), families, school leaders, learning teams, Central Services personnel and chiefs of every office, task forces, community stakeholders, the Superintendent, and the Milwaukee Board of School Directors.

In the fall, the Administration works with school communities and MPS stakeholders to make any programmatic and budget changes necessitated by changes in revenue, in enrollment, and in revenue assumptions, and other developments.

In light of estimated revenue changes, the Administration is seeking input from the public and the Milwaukee Board of School Directors prior to the October budget-adjustment process.

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

Currently, the district is waiting for both a state and federal budget to be approved. Anticipated revenue is not keeping pace with inflation, leaving the district with limited ability to cover increased costs and to meet the MPS mission.

Meeting the mission is challenging within an environment of stagnant revenues, growing educational options, increased need for quality programming aimed at serving Milwaukee's diverse student population and a desire to regain public confidence that the school district can provide students with a quality education.

Challenges impacting resource choices include: enrollment variances; increase in utilization of health care and high claims costs; employee compensation; health and welfare/legacy costs; building operations and maintenance of district standard of care expectations; academic and instructional support; and per-pupil increases below the Consumer Price Index.

Following a thorough review of data and potential options, the Administration has identified the need to reduce planned expenditures based on updated revenue assumptions and increased health care costs and utilization.

This item seeks input on potential budget changes coming before the Board in October and does not authorize expenditures or changes at this time.

Implementation and Assessment Plan

The district's fall enrollment count will be taken on Friday, September 15, 2017, and submitted to the Department of Public Instruction (DPI) on Friday, September 29, 2017. Data from the enrollment report will be used by DPI to determine state aid and local revenue limits, which will be released in mid-October.

The Administration will prepare the 2017-18 amended adopted budget request that reflects the priorities and parameters set by the Board.

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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 TEAM GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) 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

In 2011, Milwaukee Public Schools was awarded a seven-year, $14.87 million federal GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant to promote college awareness and readiness, as well as to increase high-school graduation rates at selected schools. With the required dollar-for-dollar match, the grant is worth almost $30 million dollars.

The grant is a cohort model which follows specific grade bands starting at grades six and seven and going through high-school graduation at select schools. The GEAR UP grant provides for a variety of programming and support systems to the students and families from middle school through high school. The TEAM GEAR UP (TGU) staff work full-time with seniors (Class of 2018) at eight different high schools throughout the district and nearly 20 institutions of higher education and community partners. The GEAR UP high schools are Audubon, Bay View, Bradley Tech, Hamilton, Madison, Marshall, MHSA, and Vincent.

The class of 2017, which was the first GEAR UP class, received more than $11.6 million dollars in scholarship offers. The GEAR UP grant is entering into its seventh and final year.

Parental Engagement

Since the 2014-15 school year, almost 1,000 parents have graduated from the Milwaukee Parent Institute (MPI) provided by GEAR UP. MPI is now used across the district through the M3 partnership among MPS, the University of Wisconsin-Milwaukee (UWM), and the Milwaukee Area Technical College (MATC)

Pre-College Programs

Students' access to pre-college programs has increased. Students earn 0.5 elective credit.

Successes

Summer credit recovery is offered to 9th- and 10th-graders. The number of students taking Advanced Placement (AP) courses has increased.

Interactive college tours and visits have been offered at more than 20 unique colleges, both locally and out-of-state, that have served more than 12,000 participants.

The number of UW-Madison PEOPLE (Pre-College Enrichment Opportunity Program for Learning Excellence) scholars at GEAR UP schools has more than doubled.

Cambridge Testing Services has partnered to provide ACT preparation for students at all GEAR UP schools.

Student Successes

Marquette University's Equal Opportunity Program (EOP) has accepted 34 students, and 17 are attending this Marquette this fall.

Over $11.6 million in scholarship offers were earned by the first graduating cohort.

Nearly $2 million in scholarships were offered by partners to over 150 GEAR UP students.

Next Steps

- Black Male Summit(s)
- MKE Film Festival
- Marquette EOP
- MATC Driving Dreams
- College Tours
- Applied for a New GEAR UP Grant
- Increase in the number of students in the class of 2018 who will be going to college

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37, Graduation Requirements

Fiscal Impact Statement

The GEAR UP grant requires a dollar-for-dollar match which is met through signed agreements with the grant partners. Milwaukee Public Schools counts time (salaries) and room-space toward match as well.

This item does not authorize expenditures.

* * * * *

(Item 2) 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 information report are:

1. Common Core State Standards. On September 27, 2012, the Milwaukee Board of School Directors requested an overview of 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 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 students with significant intellectual disabilities the opportunity to be involved in and 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.
4. 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 apply new skills through child-initiated and teacher-initiated activities, and through interactions with peers, adults, and materials.
5. 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
6. The Wisconsin Department of Instruction has adopted the Next Generation Science Standards. These standards identify content and Science and Engineering practices that all students should learn from K-12 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.

7. 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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 3) 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

This report 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. The National Student Clearinghouse has been the national source of education verification and student-outcomes research since 1993. It provides data about post-secondary enrollment and graduation from schools and universities. More than 3,600 colleges and universities, enrolling over 98% of all students in public and private U.S. institutions, participate in the Clearinghouse. Approximately 3.7 million students are tracked by the Clearinghouse nationally

The data presented here track students from more than 3,600 colleges and universities for eight years after high-school graduation, based on enrollment, persistence and graduation.

Percent of Students Enrolled in College in the Fall Immediately after High School

		Percentage							
		2009	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Type of Institution	**All**	39	37	38	38	39	40	38	44
	Two-year	9	9	10	11	11	10	12	21
	Four-year	29	28	28	28	27	30	26	23

Percent of Students Enrolled in College During the First Year after High School

		Percentage							
		2009	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**
Type of Institution	**All**	48	47	46	47	47	48	44	48
	Two-year	35	34	32	31	31	32	29	25
	Four-year	13	13	14	15	16	16	16	25

Persistence of Student That Returned for a Second Year

		Percentage						
		2009	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**
Type of Institution	**Persistance**	75	75	72	72	72	71	72
	Two-year	81	78	78	77	75	75	78

	Four-year	81	66	63	62	65	62	61

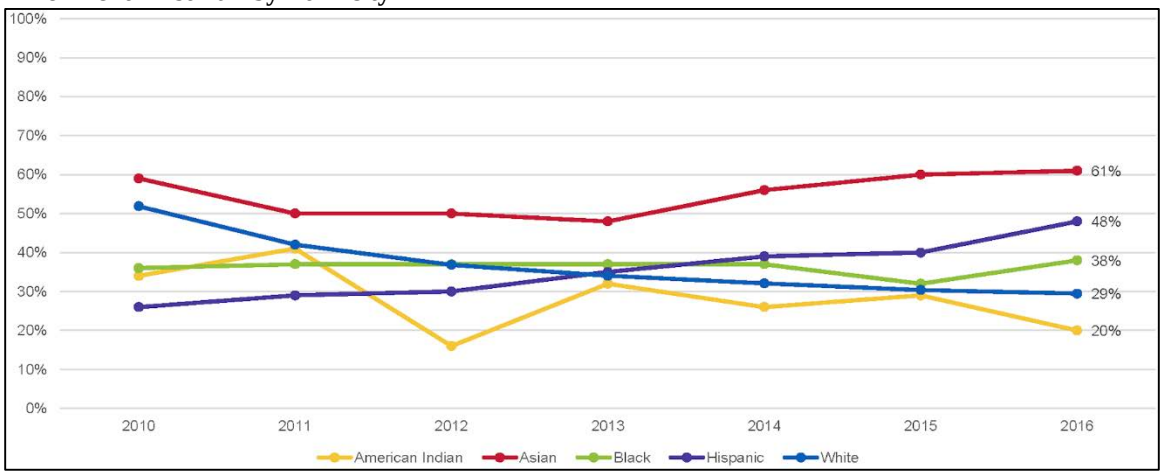
Time to College Graduation within Six Years

	Percentage		
	2009	**2010**	**2011**
2 Years or Less	1	2	1
3 Years	2	1	1
4 Years	6	5	4
5 Years	6	6	5
6 Years	3	3	3
Total	18	17	14

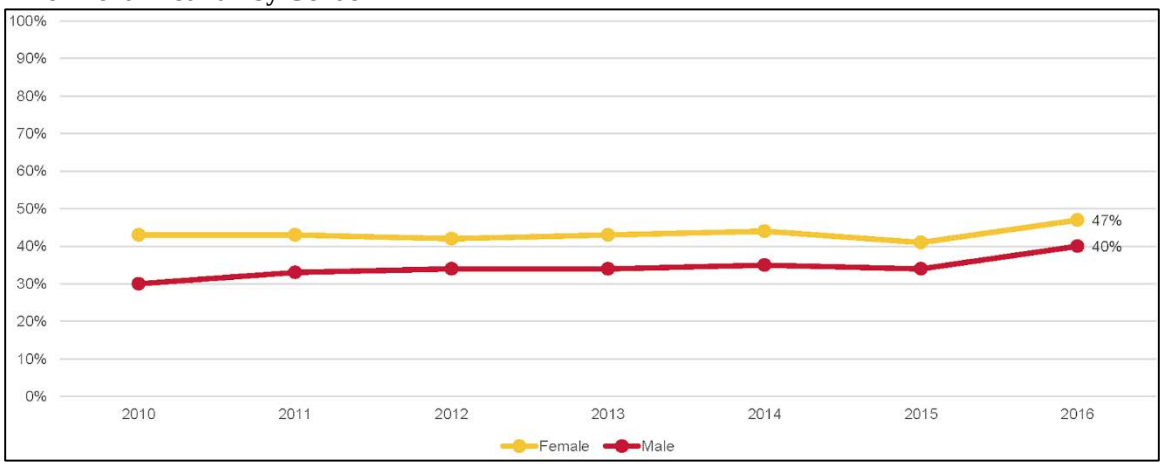
Class of 2009: Enrollment and Progress

	Percentage							
	2009-10	**2010-11**	**2011-12**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2016-17**
Graduated		1	3	9	14	18	20	21
New to College	48	10	5	3	2	2	1	1
Retained		35	32	24	16	11	8	6
Returned after Stop Out			3	4	3	4	4	3
No Longer Enrolled/Graduated		12	20	27	32	35	38	40
Not in NSC to Date	52	42	37	34	32	30	29	29

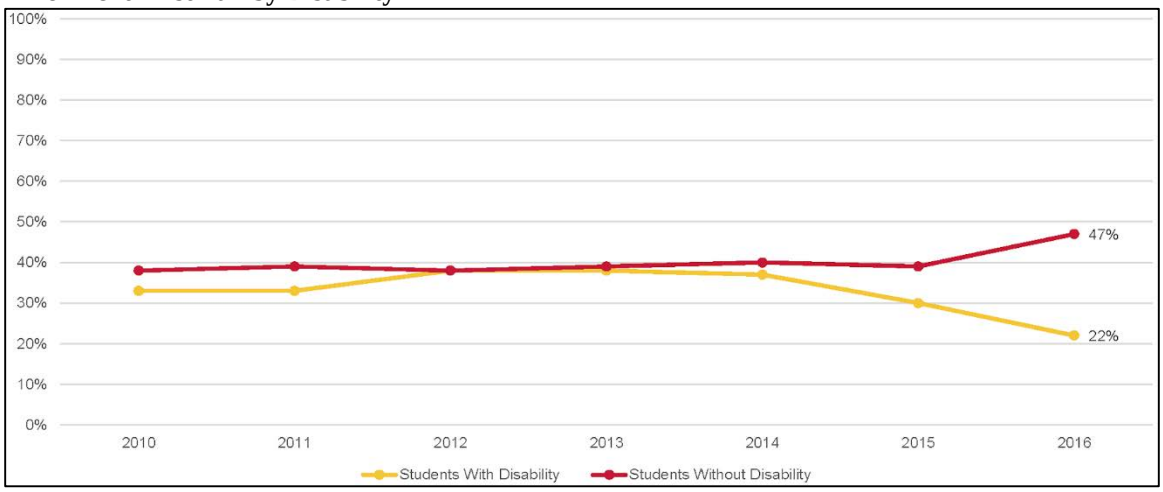
Enrollment First Fall by Ethnicity



Enrollment First Fall by Gender



Enrollment First Fall by Disability



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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(Item 4) Report with Possible Action on ACT Graduating Class 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

ACT Graduating Class 2017 data for the nation, state, and district have been recently released. This presentation, as attached to the minutes of your Committee's meeting, reviews our district's data for the graduating class of 2017.

All Milwaukee Public School students have been taking ACT in their junior year since 2008; therefore, we are able to look at our progress longitudinally. These data represent all students who identified June 2017 as their graduation date. This presentation highlights our gains and growth over the past five years.

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 monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP), to Cooperative Educational Service Agency #1 (CESA #1), and to the MPS Head Start Policy Council.

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

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 2017 included the following:

Academic Achievement

- Visited various schools, including Academia de Lenguaje y Bellas Artes (ALBA)
- Attended the NAF Academy Meeting at James Madison Academic Campus (JMAC)

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - Danae Davis, Executive Director, Milwaukee Succeeds
  - Jennifer Bartolotta, Bartolotta Restaurant Group
  - John Ashley, Executive Director, Wisconsin Association of School Boards
  - Nicole Brookshire, Director, Milwaukee County Office of African American Affairs
  - Joaquin Altoro, Senior Vice President, Town Bank
- Attended various district events including:
  - Morse Middle School's Open House
  - WISN School Supply Drive at Ben Franklin School
  - Bruce School's Open House
  - Vincent High School's Open House
  - 88.9 Backpack Delivery at Lancaster School
- Attended various community-based events, including:
  - Milwaukee County Remembers 9/11 Ceremony
  - City Year Opening Day
- Attended the Early Childhood Task Force's meeting at City Hall
- Attended the Milwaukee Public Library Building Development meeting
- Attended the Milwaukee Education Partnership's meeting
- Attended the City of Milwaukee's Black Male Achievement Advisory Council's meeting

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance

- o Dr. Darienne Driver and the MPS Senior Team
- Met with the Panasonic Foundation to discuss partnership with MPS

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NEW BUSINESS

(Item 1) Action on a Proposed Revision to Administrative Procedure 7.33, Grading Systems

Background

Proposed revisions to Administrative Procedure 7.33, Grading Systems, are being brought forward, under separate cover, to account for use of pass/fail grades with work study, internships, apprenticeships, and designated alternative programs. Changes clarify the fact that students may earn more than one pass/fail credit per semester within the guidelines of Administrative Procedure 7.33, Grading Systems.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

If these revisions are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Committee's Recommendation

The Administration recommends that the Board approve the changes as submitted under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

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(Item 2) Action on a request to Update Administrative Procedure 6.22, Leaves and Absences: Staff

Background

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to District policy and procedure, the Administration is recommending that Administrative Procedure 6.22, Leaves and Absences: Staff, be revised.

The policy has been relative to loss of assignment for teachers and school psychologists. The Employee Handbook was updated to state that teachers and school psychologists will be considered out of assignment after having been absent more than 20 (formerly 30) workdays during a school semester or 30 (formerly 45) workdays in a school year.

Reference to the Office of Human Capital has also been updated to reflect its new name, Office of Human Resources.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.22, Leaves and Absences: Staff

Implementation and Assessment Plan

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

Administration's Recommendation

The Administration recommends that the Board adopt the changes made to Administrative Procedure 6.22, Leaves and Absences: Staff, as presented under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

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(Item 3) Action on a request to Update Administrative Policy 6.15, Criminal Background Screening

Background

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to district policy and procedure, the Administration is recommending revisions to Administrative Policy 6.15, Criminal Background Screening.

The Administration no longer requires candidates to disclose convictions on the application. The Board has also created a Background Check Appeals Committee to review the written appeal of any candidate who was rejected through the criminal background screening.

The revisions also reflect a change in the department name, from the Office of Human Capital to the Office of Human Resources.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.15, Criminal Background Screening

Implementation and Assessment Plan

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

Committee's Recommendation

The Administration recommends that the Board adopt the changes made to Administrative Policy 6.15, Criminal Background Screening, as provided under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

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(Item 4) Action on a request to update Administrative Policy 6.30, Suspension and Dismissal: Staff, and Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures

Background

Due to the adoption of Wisconsin Act 10, the grievance procedure structure and requirements were revised in May 2014. The revisions were further codified with the March 2016 reinstatement of Board Rule Appendix A, Procedures for Employee Appellate Hearings, and with the June 2017 revisions to the Employee Handbook.

In an effort to align the Employee Handbook with district rules and policies, the Administration recommends revising Administrative Policy 6.30, Suspension and Dismissal: Staff.

The grievance procedure now gives non-probationary employees fifteen (15) business days to file a grievance instead of the five (5) work days previously given. In addition, reference to the Office of Human Capital was updated to reflect the new department name, Office of Human Resources.

The Administration further recommends that Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, be rescinded, as it no longer reflects current practice.

Background

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.30 - Suspension and Dismissal: Staff

Implementation and Assessment Plan

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

Committee's Recommendation

The Administration recommends that the Board adopt the revisions made to Administrative Policy 6.30, Suspension and Dismissal: Staff, and Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, as provided under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

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(Item 5) Action on a Request to Approve Technical Amendments to Administrative Policy 1.03, Parent Empowerment; Administrative Policy 4.07, Student Nutrition and Wellness Policy; Administrative Procedure 6.23(3), Filling Principal Vacancies; Administrative Procedure 6.23 (4), Filling Assistant Principal Vacancies; Administrative Procedure 8.20, Uniforms and Student Dress Code; and Administrative Procedure 9.12, Charter School Petitions and Proposals, Resulting from Previously Approved Revisions to Administrative Policy and Procedure 9.11, School Engagement Councils

Background

At its August 2017 meeting, the Milwaukee Board of School Directors approved revisions to Administrative Policy 9.11, School Engagement Councils, and creation of related Administrative Procedure 9.11. This action resulted in a new name - School Engagement Councils - for what previously had been known as School Governance Councils. As a result, various administrative policies and procedures (as provided under separate cover) require technical amendments to replace instances of "School Governance Council" with the new title, "School Engagement Council."

In some cases, other minor, non-substantive adjustments have been made, such as updating of outdated information and office, department, division, and position titles.

It is important to note that some of the policies and procedures attached require additional, more substantive revision. In those cases, that work is underway and will be coming back to the Board for referral for consideration at a future meeting of the Board's Committee on Legislation, Rules and Policies.

Background

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the adjustments to the identified policies and procedures will be made.

Committee's Recommendation

The Administration recommends that the Board approve the technical amendments to the following Administrative Policies and Procedures, as provided under separate cover:

Administrative Policy 1.03, Parent Empowerment
Policy 4.07, Student Nutrition and Wellness
Procedure 6.23(3), Filling Principal Vacancies
Procedure 6.24 (4), Filling Assistant Principal Vacancies
Procedure 8.20, Uniforms and Student Dress Code
Procedure 9.12, Charter School Petitions and Proposals

Referred to the Committee on Legislation, Rules, and Policies.

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RESOLUTIONS

(Item 1) Resolutions for Referral to Committee

Resolution 1718R-005

By Director Bonds

WHEREAS, Research has indicated that participation in extracurricular programs increases academic achievement and promotes higher grade-point averages, better attendance records, lower dropout rates, and fewer disciplinary problems; and

WHEREAS, Students who participate in extracurricular activities tend to engage less in criminal activities during after-school hours, develop higher self-esteem, and experience decreased incidences of teen pregnancies; and

WHEREAS, Extracurricular activities also generate positive school spirit and contribute towards the creation of a cohesive student body; and

WHEREAS, Extracurricular activities are inherently educational in nature, providing valuable, practical lessons for success in higher education and work, such as teamwork, good sportsmanship, winning and losing graciously, and the concept that working together creates a product of which the participants can be proud; and

WHEREAS, Through participation in extracurricular activities, students learn self-discipline, build self-confidence, learn time-management skills, become better organized, and learn how to be part of a diverse group of individuals who are all working towards a common goal; and

WHEREAS, In recognition of these benefits, in August 2001, the Milwaukee Board of School Directors voted to waive the requirement in Administrative Policy 7.18, Eligibility Criteria, of a minimum 2.0 grade-point average (GPA) for ninth- and tenth-grade students as a part of the pilot program for the Extracurricular Initiative implemented during the 2001-2002 school year, and

WHEREAS, In July 2002, in recognition of the success of the Extracurricular Initiative, the Board again waived the 2.0-GPA requirement in Administrative Policy 7.18, Eligibility Criteria, for ninth- and tenth-grade students as part of the Extra-Curricular Initiative during the 2002-2003 school year; and

WHEREAS, In September of 2004, the Board revised Administrative Policy 7.18(4) to remove the 2.0 GPA requirement for first- and second-year high-school students, who still must meet the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period, while maintaining the 2.0-GPA requirement for third- and fourth-year high-school students; and

WHEREAS, There are MPS students at all levels who are in need of encouragement and support in increasing their academic achievement; and

WHEREAS, The Board recently has made a strong commitment to promoting equity for all students; now, therefore, be it

RESOLVED, That Administrative Policy 7.18 be revised 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; and be it

FURTHER RESOLVED, That the revisions to Administrative Policy 7.18 include a monitoring component that will require the Administration to report to the Board at the end of each semester on the effects of this policy on:

- academic achievement and grade-point averages;
- attendance;
- dropout rates; and
- disciplinary problems.

Referred to the Committee on Student Achievement and School Innovation.

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Resolution 1718R-006

By Director Bonds

WHEREAS, In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an MPS Equity Policy; and

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, states, "Equity drives all district decision making" as a core belief; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, defines equity as, "an allocation of district resources, supports, and opportunities that is based on the needs of students and staff"; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, outlines six distinct equity goals, including:

MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences;

MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, states, "Administrative Procedure 1.06, Efforts to Achieve Equity, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals"; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, outlines practices to be implemented to "ensure an equitable allocation of district resources and to achieve the district's equity goals," including:

- monitoring and evaluating the individual needs of schools and distribute resources and effective personnel based on those needs; and
- providing all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs; and

WHEREAS, In order to accurately measure the effectiveness of the practices outlined in Administrative Procedure 1.06, as well as progress towards the equity goals outlined in Administrative Policy 1.06, the district must establish a baseline against which to measure its progress in these areas; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency 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; and be it

FURTHER RESOLVED, That the equity audit include:

- the use of data disaggregated by race, ethnicity, language, special education needs, gender, sexual orientation, socioeconomic background, and mobility rates;
- analysis of the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support service, to include any necessary differentiation of resource allocations; and
- analysis of the recruitment, hiring, retention, and assignment of high-quality personnel who reflect student demographics at all levels of the District; and be it

FURTHER RESOLVED, That a report detailing the findings of the equity audit be provided to the Board, to include, but not be limited to:

- student-achievement data at each school, disaggregated by race, ethnicity, socio-economic status, English-Language learners, special education, and gifted/talented;
- student enrollment at each school, disaggregated by race, ethnicity, socio-economic status, English Language learners, special education, and gifted/talented;
- student suspension/discipline data for each school and student average daily attendance for each school;
- the amount of federal funding for each school;
- the annual funding allocated to each school outside of federal funding;
- the number of highly-qualified teachers at each school, as defined by the Wisconsin Department of Public Instruction;
- the experience-levels of teachers at each school;
- the teacher-retention rate at each school; and
- a description of the condition of each school facility; and be it

FURTHER RESOLVED, that the report be provided to the Board no later than the February 2018 Board cycle.

Referred to the Committee on Strategic Planning and Budget.

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Resolution 1718R-007

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, "Wherever students are learning is the most important place in the district" and "Educators and school staffs have high expectations for all students and provide the foundation for their academic success" as a core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, "The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions"; and

WHEREAS, The Milwaukee Public Schools, like many other urban school districts, has experienced increased difficult in attracting and retaining highly-qualified personnel for certain hard-to-fill positions, (e.g., bilingual teachers, Montessori-trained staff, tech ed staff, certified math and science teachers); and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting with an outside agency to augment existing efforts to recruit hard-to-fill positions; and

WHEREAS, The district's current contract to assist in recruiting for hard-to-fill positions is set to expire on December 31, 2017; and

WHEREAS, It is necessary for the district to find a long-term, sustainable solution to the difficulty in recruiting and retaining qualified substitute teachers, now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of substitute teachers; and be it

FURTHER RESOLVED, that the analysis include:

- trends in MPS teacher absenteeism, disaggregated by demographics, school, subject area, years of services, etc.;
- analysis of the recruitment and hiring processes for MPS substitute teachers;
- analysis of the dispatching process for substitute teachers in MPS schools;
- analysis of the current MPS substitute teacher pool, disaggregated by demographics, years of service, numbers of hours worked, etc.;
- analysis of assignment fill rates, disaggregated by school, subject area, etc.;
- comparison of current fill rates to fill rates prior to February 1, 2016; and
- analysis of best practices in substitute teacher recruitment, retention, and dispatching in comparable school districts ; and be it

FURTHER RESOLVED, that a report detailing the findings of the analysis be provided to the no later than the November 2017 Board cycle.

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

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Resolution 1718R-008

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, "Wherever students are learning is the most important place in the district," and "Educators and school staffs have high expectations for all students and provide the foundation for their academic success" as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, "The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions"; and

WHEREAS, The most recent report presented to the Milwaukee Board of School Directors indicated:

- that MPS faces difficulty filling substitute teacher assignments, especially at the middle- and high-school level;
- that some assignments are being consistently refused by substitute teachers;
- that the current fill rate is 84%; and

WHEREAS, Prior to 2011 Wisconsin Act 10, the Milwaukee Public Schools used an internal process for recruiting, hiring, and dispatching substitute teachers that provided for consistency in the classrooms; and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting for substitute teacher recruitment and subsequently for dispatching services; and

WHEREAS, In January 2017, the Board directed the Administration to evaluate the need for contracted substitute teacher recruiting and dispatching services and assess best options for addressing the challenges in filling all substitute teacher assignments; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a strategy for filling substitute teacher vacancies using existing internal resources; and be it

FURTHER RESOLVED, That the new strategy include two substitute teacher classifications, day-to-day substitutes and regular substitutes, whereby a regular substitute teacher:

- is one who agrees to serve in any school on any day in the school year and works 19 consecutive work days to obtain regular substitute status; and
- receives a higher rate of pay than a day-to-day substitute; and be it

FURTHER RESOLVED, That the Administration explore additional opportunities to incentivize a substitute teacher's desire to obtain regular substitute teacher status and serve in hard-to-fill assignments; and be it

FURTHER RESOLVED, That regular substitute teachers serving in a classroom for which there is no teacher available are eligible for vacancy pay; and be it

FURTHER RESOLVED, That all dispatching of substitute teachers be done by the MPS Office of Human Resources and that the district direct substitute teacher assignments based on district need rather than substitute teachers choosing or refusing assignments; and be it

FURTHER RESOLVED, That the newly established strategy for substitute teacher recruitment, hiring, and dispatching be brought to the Board no later than the January 2018 Board cycle.

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

The Board adjourned at 8:32 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 26, 2017

The regular meeting of the Board of School Directors called to order by President Sain at 6:41 PM.

Present — Directors Báez, Bonds, Falk, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused —Harris and Miller — 2.

Director Bonds left the meeting at 7:06 PM and was excused thereafter.

President Sain requested a moment of silence to commemorate the passing of two members of the MPS family.

- Christopher Beamon, a 17-year-old at Assata High School, who passed on September 30; and

- Pavielle Martin-Carter, a 15-year-old student at Harold S. Vincent High School, who passed on October 20.

APPROVAL OF MINUTES

The minutes of the regular board meetings of September 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's goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late September through mid-October are included in the following report.

Council of the Great City Schools Annual Fall Conference

(1) As President of the Council of the Great City Schools, I was very busy at the Annual Fall Conference. In addition to giving a keynote address, members of my administration and I were responsible for a number of presentations that were a nice representation of the continuum of areas in which Milwaukee Public Schools is a leader and model to other districts.

(2) My team and I attended the Every Student Succeeds Act (ESSA) Leadership Learning Community (ELLC) convening in New York City. The goal of the ELLC is to assist states and districts in using ESSA funding to build the capacity of education leaders to implement supports and interventions to turn around schools most in need of improvement. Eleven states were invited to participate in this ongoing leadership learning community.

(3) Governor Walker and a number of state and local dignitaries joined us as we celebrated Wisconsin Youth Apprenticeship Day. Governor Scott Walker proclaimed September 26 as Youth Apprenticeship Day in Wisconsin in support of efforts to get students engaged in career pathways and

programs to ensure a robust talent pipeline for generations to come. At Bradley Tech, Governor Walker met with, and viewed a demonstration by, youth apprentices in the school's construction program.

For the 2017-18 school year, the MPS Youth Apprenticeship program will serve 250 students, up from 50 students last year. The Youth Apprenticeship program provides MPS high-school juniors and seniors with paid, hands-on, work-based learning in high-skill/high-need industries so students are better prepared for the careers of tomorrow. This program, which is a direct investment in Milwaukee's present and future, is an example of our efforts to get more students ready for work and into employment while they are still in high school. We're encouraged by this program's positive results.

(4) John and Tashia Morgridge, our partnership schools' funders, were in town, and we had lunch, toured Rogers Street Academy, and updated them on the progress that the partnership schools are making.

(5) I was invited to participate in a Systems Thinking Institute Superintendent's panel discussion in Tucson. The Institute is interested in how we have implemented Systems Thinking in the various levels of MPS.

(6) MATC's president, Vickie Martin, Julia Taylor, and I met with Chad Cundiff, president of Astronautics. Mr. Cundiff is interested in our successes with our STEM program and wants to discuss a partnership.

(7) Bill Berezowitz from GE and I had our executive committee meeting with Mayor Barrett.

(8) I met Lieutenant Governor Rebecca Kleefisch at Congress. Lt. Governor Kleefisch had previously met Diane Johnson, K4 teacher at Congress, in the community and thought it would be nice to surprise her.

(9) I was a participant in a panel discussion as part of the Metropolitan Milwaukee Association of Commerce's (MMAC's) all-aember meeting. This event brought together approximately 1,200 business leaders, community advocate,s and elected officials for a program detailing our progress and outlining our objectives to support the challenges and opportunities that metro Milwaukee is experiencing.

(10) I was at the Campaign for Black Male Achievement (CMBA) conference in Louisville, Kentucky. The convening brought together a select group of leaders across CBMA's core Promise of Place (PoP) cities where partnerships evolved, and work on the ground was initiated that deepened support to advance Black male achievement in local communities. This annual gathering creates space for city and community leaders who are bound together by their commitment to convening, sharing, and learning, as well as setting aspirational goals to guide the collective work on behalf of Black men and boys.

Events/Programs/Announcements

Year of the Arts

This year, MPS is celebrating the Year of the Arts! Through the Year of the Arts (YOTA) initiative, MPS will showcase the integration of creativity, artistic expression, and problem solving to increase engagement and achievement for all students.

On September 21, we officially launched YOTA in Red Arrow Park. Many student groups shared the arts activities in which they participate in schools, including visual arts, music, dance, and creative expression through spoken word. MPS culinary arts students even catered the event with hors d'oeuvres which they had made in class. Colorful centerpieces were made by Browning Elementary students.

MPS students receive free dental care

The Marquette School of Dentistry was bustling as families brought children aged 3 to 16 for free dental check-ups. Dozens of dental students and faculty were on hand to provide screenings, fluoride treatments, and emergency services, and to educate children about proper brushing and care of their teeth.

Sponsored by the Milwaukee Public Schools Head Start Office, approximately 500 children departed with healthier smiles following their visits. Children received toothbrushes, toothpaste, and other items to help them care for their teeth daily. The Tooth Fairy made a special visit to chat with children and to take photos.

Dental pain is a leading cause of missed school days for children. Dental care at an early age can help children learn good habits and keep their teeth healthy throughout their lifetimes. The Dental Day program educates children and provides early prevention for minor issues that could become serious later on.

Teaching children how to be healthy aligns with MPS's Eight Big Ideas to promote student achievement. Healthful habits increase student attendance and help students achieve in school.

Fire safety is highlighted throughout MPS

Having a safety plan and knowing how to escape a burning house are critical steps to survive a fire, so MPS students will learn fire safety during Fire Prevention Week. This national event, whichran from October 8 to 14 this year, had activities designed to make homes safer and to help families prepare for emergencies. MPS kicked off the event at Milwaukee's Survive Alive House along with representatives from the Milwaukee Fire Department and City Hall.

On an annual basis, every second- and fifth-grader enrolled in MPS visits the Survive Alive House, and more than 375,000 children have experienced the fire-safety program since its inception in 1992. As a result, Milwaukee's fire-related fatalities among school-aged children have decreased dramatically. Milwaukee's Survive Alive House is partially funded by the Foundation for the Milwaukee Fire Education Center and is jointly managed by the Milwaukee Fire Department and Milwaukee Recreation, a department of Milwaukee Public Schools.

Safety and support for families are critical pieces of MPS's Eight Big Ideas to promote student achievement. Health and wellness — including safety — help students come to school ready to learn and then go home to a positive environment.

Awards/Recognition

Brett Fuller, health and physical education curriculum specialist for MPS, has been honored with the Channing Mann Physical Education Administrator of the Year Award by SHAPE America — the Society of Health and Physical Educators. A skilled and passionate educator who is committed to the physical, emotional and academic health of students, Fuller embodies the Channing Mann Award's criteria of leadership, service, advocacy, and contributions to the curriculum. He received the Channing Mann Award at the SHAPE America Celebration of Professional Excellence Ceremony.

The award-winning administrator is responsible for the curriculum, supervision, mentoring, assessment, and provision of professional services for health and physical education within MPS. His work supports 150 physical education specialists. After more than 20 years in education, Fuller's philosophy centers upon the ideal of teaching students to be healthy for a lifetime. He believes in improving health and physical education at the district level, within Wisconsin, and nationally.

Fuller was a key member of a collaborative effort to reduce teen pregnancy in Milwaukee by 65 percent since 2007: His work included revising and implementing MPS Human Growth and Development Curriculum for K5-9th grades. He led the implementation of the SPARK curriculum for all K-8 students in MPS, resulting in an increase of moderate to vigorous physical activity in physical education classes from an initial 37 percent to 59 percent of classroom time, resulting from in-district collaborations with Marquette University and the Medical College of Wisconsin. The collaborative also created physical activity and nutrition videos for classroom teachers. The creation of a K-12 standards-based report card also supports student health by teaching students to be physically literate. Finally, more than 100 MPS schools are now Let's Move! Active Schools.

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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 Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

Even with the Wisconsin State Budget's having been signed into law, two key educational policy and budget items have been revived in recent discussions: Governor Walker is supporting a proposal that would increase sparsity aid for rural districts, and Representative John Nygren, Co-chair of the Joint Committee on Finance, has made reference to his proposal to bring a greater level of fairness to revenue-limit policy which currently engenders significant funding disparities between students.

Concerns about revenue-limit and funding disparities have drawn increasing levels of media attention: In a recent column, Alan Borsuk, Senior Fellow in Law and Public Policy at Marquette University, made reference to George Orwell's *Animal Farm* when highlighting the basic unfairness of Wisconsin's education-funding system, "...where some kids have been defined year after by the state as more equal than others."

Additional analysis concerning the state budget will be shared, along with possible state and federal policy updates.

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

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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

Business-intelligence & Data-visualization Reporting

1. Background

The Office of Accountability and Efficiency (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 — District Metric Dashboard

The OAE worked with the Student Performance and Improvement Team under the Office of Academics to create an interactive business-intelligence dashboard for central administrators to monitor school, student, and programmatic metrics regarding measurements of efficiency, performance, or 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, sort by regions and zones, and review year-to-date and year-over-year comparisons. The OAE will continue to work with the Student Performance and Improvement Team to roll out more features throughout the school year.

Update — Fitness Dashboard

The OAE worked with the Health and Physical Education Curriculum Specialist to create a dashboard for physical education teachers to monitor and automate reports for students regarding their respective fitness scores and outcomes. The district had used a different tool to track and monitor this information, but due to budgetary constraints, the reporting tool has been discontinued. The OAE leveraged the district's business-intelligence tool to replicate the previous tool at no added cost to the district. Furthermore, the dashboard will allow for future enhancements to capture and report more datasets for the district's physical education teachers. The OAE will continue to work with this team to move these enhancements forward.

Adopt-a-School Interactive Partnership Map

The OAE worked with the Department of Business, Community, and Family Partnerships to develop an interactive partnership map for the Adopt-A-School program. The interactive tool assists businesses and community organizations in partnering with schools to provide financial, volunteer, and in-kind resources.

Through the interactive map, users can filter through MPS schools based upon the schools' desired needs and locations to ensure successful partnerships.

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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 managers of the Office of Accountability and Efficiency are requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(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.

Recommendation

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

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 Board Clerk presented seven 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 October 2, 5, 10, 11, and 20, 2017.

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

Ayes — Directors Báez, Bonds, Falk, Phillips, Voss, Woodward, and President Sain — 7.
Noes — 0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 2 of the Report of the Committee on Accountability, Finance and Personnel, *Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days,* was set aside at the request of the Administration

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

Ayes — Directors Báez, Falk, Phillips, Voss, Woodward, and President Sain — 6.
Noes — 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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

Name	Position and Salary	Date
	New Hires	
2 Curtis Blake	Building Service Helper I $11.47 per hour	08/28/2017
2 Michelle Carr	Building Service Helper I $11.47 per hour	08/28/2017
2 Sierra Davis	Building Service Helper I $11.47 per hour	08/28/2017
2 Juanita Scruggs	Building Service Helper I $11.47 per hour	08/28/2017
4 Cruz Reyes	Boiler Attendant $32,863.74	08/28/2017
2 Tierra Billings	Children's Health Assistant $17,168.76	08/28/2017
2 Tianna Burks	Children's Health Assistant $17,168.76	08/28/2017
2 Moriah Goodlette	Children's Health Assistant $17,168.76	08/28/2017
2 Melissa Rosado	Children's Health Assistant $17,168.76	08/28/2017
4 Dalia Arechar Camacho	Food Service Assistant $11.14 per hour	08/30/2017
2 Jaquetta Battle	Food Service Assistant $11.14 per hour	09/05/2017
2 Sheniel Brownlee	Food Service Assistant $11.14 per hour	09/18/2017
2 Veronica Cole	Food Service Assistant $11.14 per hour	09/18/2017
2 Vivian Everett	Food Service Assistant $11.14 per hour	09/18/2017
2 Carlton Jackson	Food Service Assistant $11.14 per hour	09/06/2017
5 Cheryl Kollath	Food Service Assistant $11.14 per hour	09/18/2017
2 Monique Marshall	Food Service Assistant $11.14 per hour	09/18/2017
2 Katrina Moore	Food Service Assistant $11.14 per hour	09/18/2017
2 Chenell Peterson	Food Service Assistant $11.14 per hour	09/18/2017
2 Brittany Rhodes	Food Service Assistant $11.14 per hour	09/18/2017

Name	Position and Salary	Date
2 Tiffany Roberson	Food Service Assistant $11.14 per hour	09/05/2017
2 Shatia Robinson	Food Service Assistant $11.14 per hour	09/18/2017
2 Kimberly Wallace	Food Service Assistant $11.14 per hour	09/14/2017
2 Marvin Hayes	Inventory Clerk - Technology $44,211.00	09/18/2017
4 Joshua Benishek	IT Service Technician $47,398.00	09/11/2017
2 Toney Fisher	IT Service Technician $47,398.00	09/05/2017
5 Beau Rick	IT Service Technician $47,398.00	09/11/2017
5 Pamela Adams	Para Ed Assistant $18,243.01	09/11/2017
2 Keana Berkhalter	Para Ed Assistant $18,243.01	09/18/2017
2 Latoya Booth	Para Ed Assistant $20,611.14	08/28/2017
2 Michael Brandon	Para Ed Assistant $18,243.01	08/28/2017
4 Dorcas Cirino	Para Ed Assistant $18,243.01	09/11/2017
2 Torri Cobb	Para Ed Assistant $18,243.01	08/28/2017
5 Chloe Croke	Para Ed Assistant $18,243.01	08/28/2017
2 Kingombe Emmanuel	Para Ed Assistant $18,243.01	08/29/2017
5 Carolyn Faust	Para Ed Assistant $18,243.01	08/28/2017
4 Evelyn Figueroa	Para Ed Assistant $18,243.01	08/28/2017
5 Elizabeth Fleming	Para Ed Assistant $21,890.22	08/28/2017
5 MaryGrace Floeter	Para Ed Assistant $18,243.01	08/29/2017
5 Danielle Green	Para Ed Assistant $22,706.00	08/28/2017
2 Jameshia Hendrix	Para Ed Assistant $18,243.01	08/28/2017
2 Ryan Jackson	Para Ed Assistant $18,243.01	08/28/2017
2 Christopher Jones	Para Ed Assistant $18,243.01	08/28/2017
3 Michael Josh	Para Ed Assistant $18,243.01	09/05/2017
2 Samuel Keller, Jr.	Para Ed Assistant $18,243.01	08/28/2017
2 Kelly Lockett	Para Ed Assistant $18,243.01	08/28/2017
5 Tiffany Olson	Para Ed Assistant $18,243.01	09/05/2017
5 Quinn Oteman	Para Ed Assistant $18,243.01	08/28/2017
2 Rosalind Perry	Para Ed Assistant $18,243.01	08/28/2017

Name	Position and Salary	Date
2 Dominik Primus	Para Ed Assistant $18,243.01	08/28/2017
5 Ana Ramirez	Para Ed Assistant $18,243.01	09/12/2017
3 Vijay Ravoori	Para Ed Assistant $18,243.01	08/28/2017
4 Adalis Rivera	Para Ed Assistant $18,243.01	08/28/2017
4 Amoz Rivera	Para Ed Assistant $18,243.01	09/05/2017
2 Sierra Rowe	Para Ed Assistant $18,243.01	08/28/2017
5 Kim Rudd	Para Ed Assistant $18,243.01	09/18/2017
5 Kayla Schwartz	Para Ed Assistant $18,243.01	09/18/2017
5 Melissa Schweda	Para Ed Assistant $18,243.01	08/28/2017
2 BaTina Terry	Para Ed Assistant $21,891.61	08/28/2017
5 Alexander Viruet	Para Ed Assistant $18,243.01	09/01/2017
5 Marise Weiler	Para Ed Assistant $21,890.22	08/28/2017
2 Dorcas Wheeler	Para Ed Assistant $18,243.01	09/01/2017
2 Artisha Williams	Para Ed Assistant $18,243.01	08/28/2017
5 Paula Woodward Steinmetz	Para Ed Assistant $18,243.01	09/13/2017
5 Michael Yunker	Para Ed Assistant $18,243.01	09/01/2017
2 Jasmin Bivens	Para Ed Assistant $18,243.01	09/11/2017
2 Nayo Grimage	Para Ed Assistant $18,973.00	09/06/2017
5 Joseph Lyman	Para Ed Assistant $18,243.01	08/28/2017
2 Briana Mason	Para Ed Assistant $18,973.00	08/28/2017
2 Eva Roberson	Para Ed Assistant $18,243.01	08/28/2017
2 Alethea Stanford	Para Ed Assistant $18,243.01	08/28/2017
4 Erika Reyes Vasquez	School Secretary I — 10-month $23,124.00	08/30/2017
5 Stacy Vanhoff	School Kitchen Manager Trainee $13.95 per hour	08/28/2017
	Promotions	
2 Ashontie Colbert	Building Service Helper I $11.47 per hour	08/28/2017
2 Dominique Mosley	Building Service Helper I $11.47 per hour	08/28/2017
2 Diane Joshua	Food Service Assistant — In Charge $13.91 per hour	08/28/2017
5 Kathy Peterson	Food Service Assistant — In Charge $13.91 per hour	09/05/2017
2 Taranada Watts	Inventory Clerk — School Nutrition Services $44,211.00	08/28/2017

Name	Position and Salary	Date
5 Ronaele Dietzman	Mail Handler $17.52 per hour	09/13/2017
5 Robert Berrry	Para Ed Assistant $21,892.00	09/05/2017
2 Constance Dallas	Para Ed Assistant $18,243.01	09/14/2017
2 Shekeya Farmer	Para Ed Assistant $18,768.00	08/28/2017
2 Regina Franklin	Para Ed Assistant $18,243.01	08/28/2017
2 Darlene La Mar	Para Ed Assistant $19,904.28	08/28/2017
5 Jan Preston	Para Ed Assistant $21,892.00	08/28/2017
2 Sequoyah Simmons	Para Ed Assistant $18,973.00	08/28/2017
2 Mary Wilson	Para Ed Assistant $18,243.01	09/05/2017
5 Pamela Hart	School Bookkeeper — 10-month $30,087.00	08/28/2017
	Rehires	
2 Tierra Billings	Children's Health Assistant $19,577.83	09/14/2017
5 Debra Morris	Food Service Assistant $11.14 per hour	09/18/2017
4 Araceli Aldape	Para Ed Assistant $18,243.01	08/28/2017
2 Carol Crockett	Para Ed Assistant $18,386.79	08/28/2017
2 Stephanie Ellis	Para Ed Assistant $18,243.01	08/28/2017
4 Mercedes Garcia	Para Ed Assistant $18,243.01	09/14/2017
2 Nikita Godbolt	Para Ed Assistant $18,243.01	09/05/2017
4 Monica Hernandez	Para Ed Assistant $18,243.01	09/12/2017
4 Alexa Law	Para Ed Assistant $20,196.00	08/28/2017
2 Shane Covington	Para Ed Assistant $18,973.00	08/29/2017
4 JoAnna Melendez	School Bookkeeper — 10-month $33,266.00	09/18/2017
2 Deontra Appling	School Safety Assistant $22,729.01	08/28/2017
2 Sylvia Headd	School Secretary I — 10-month $30,884.32	09/05/2017

Action on Certificated Appointments

Codes	Name and Position	Division	Salary	Date
	Teachers			
4, r	Amador Chavero, Jafet Bilingual Education	C	$56,644.00	8/28/2017
5,r	Anderson, Chloe Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Anzalone, Derek Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
4, r	Aranda, Ortensia Multicategorical Comp Sen	B	$41,311.00	8/31/2017

Codes	Name and Position	Division	Salary	Date
5, r	Baker, Morgan Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Bartot, Madeline IDEA - Speech Pathology	C	$44,311.00	8/28/2017
5, r	Bertucci, Aurelie Gen Elem & K8 — All Grades	B	$48,531.00	8/28/2017
5, r	Bolton, Lisa Gen Elem & K8 — All Grades	B	$41,813.00	8/28/2017
2, r	Bonds, Isaiah Multicategorical Comp Sen	B	$41,311.00	8/28/2017
5, r	Botsford, Kathryn Gen Elem & K8 — All Grades	C	$48,322.00	8/28/2017
2, r	Bragg, Kay Multicategorical Comp Sen	B	$41,311.00	8/28/2017
5, nr	Braun, Robin Gen Elem & K8 — All Grades	C	$50,999.82	8/28/2017
2, nr	Brock, Ruby Learning Coord - Implementor	C	$54,840.00	8/28/2017
5, r	Brown, McKenzie Gen Elem & K8 — All Grades	4W2	$41,311.00	8/28/2017
2, r	Brown, Stephanie SAGE	B	$59,508.00	8/28/2017
5, r	Buhrow, Jessie Gen Elem & K8 — All Grades	B	$42,314.00	8/28/2017
5, nr	Bullion, Samantha Early Childhood Special Ed	B	$48,531.00	8/28/2017
5, nr	Carfagno, Ashley IDEA - Speech Pathology	C	$44,311.00	8/28/2017
6, r	Castine, Shinae Multicategorical Comp Sen	B	$41,311.00	8/28/2017
5, r	Chiriboga, Kelly Gen Elem & K8 — All Grades	B	$51,840.00	8/28/2017
5, r	Cirignani, Hannah Special Ed Multicategorical	B	$41,311.00	8/28/2017
2, r	Cisse, El Hadji Reg (five-year) Kindergarten	B	$41,311.00	8/28/2017
5, r	Claas, Alan Gen Elem & K8 — All Grades	B	$61,993.00	8/28/2017
2, nr	Coleman, Derek Gen Elem & K8 — All Grades	C	$46,217.00	8/29/2017
5, r	David, Frances Gen Elem & K8 — All Grades	4W2	$41,311.00	8/28/2017
5, r	Dower, Nicole Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Eyssautier, Emily Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Fassbender, Jennifer Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, nr	Fitzgerald, Carolyn Gen Elem & K8 — All Grades	B	$59,508.00	8/30/2017
4, nr	Fonseca, Ivelisse Special Ed Multicategorical	C	$46,217.00	8/28/2017
2, r	Friend, Latoya Reg (five-year) Kindergarten	4W2	$41,311.00	8/28/2017
5, nr	Frisch, Beth Early Childhood Special Ed	C	$68,439.00	8/28/2017
5, nr	Fritsch, Dustin Multicategorical Comp Sen	4W2	$41,311.00	8/28/2017
2, r	Gant, LaCari Gen Elem & K8 — All Grades	4W2	$41,311.00	8/28/2017

Codes	Name and Position	Division	Salary	Date
5, nr	Gasque, Jennifer Gen Elem & K8 — All Grades	B	$62,508.00	9/18/2017
5, r	Gernetzke, Sarah Special Ed Multicategorical	B	$59,508.00	8/28/2017
5, r	Gerrits, Laurie Special Ed Multicategorical	B	$59,508.00	8/28/2017
5, nr	Glowinski-Hamilton, Jessica Beth Early Childhood Special Ed	4W2	$41,311.00	8/28/2017
5, r	Goding, Lindsey IDEA — Speech Pathology	C	$50,000.00	8/28/2017
4,r	Gomez, Areli Bilingual Education	B	$41,311.00	8/28/2017
5,r	Groat, Elizabeth Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Gundrum, Diane AMP HPE	B	$59,508.00	8/28/2017
5, nr	Hansen, Jenny Gen Elem & K8 — All Grades	B	$59,508.00	8/28/2017
5, nr	Hanson, Amanda Special Ed Multicategorical	B	$41,311.00	9/18/2017
5, r	Hanson, Caitlin Gen Elem & K8 — All Grades	B	$44,921.00	8/31/2017
5, r	Hecimovich, Myles Gen Elem & K8 — All Grades	C	$47,921.00	8/28/2017
5, r	Hermann, Christopher Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, nr	Hessel, Margaret Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, nr	Hilario, Cassandra Gen Elem & K8 — All Grades	B	$46,926.00	8/28/2017
5, nr	Hoagland, Steven Gen Elem & K8 — All Grades	C	$53,335.00	8/28/2017
4, nr	Huertas, Maria Early Childhood Special Ed	B	$41,311.00	8/28/2017
5, r	Huibregtse, Carolyn AMP Art	B	$41,311.00	8/28/2017
5, nr	Jensen, Alyssa Special Ed Multicategorical	4W2	$41,311.00	8/28/2017
5, r	Jessett, Riley Gen Elem & K8 — All Grades	4W2	$41,311.00	8/28/2017
5, r	Jindra, Elaina Special Ed Multicategorical	B	$41,813.00	8/28/2017
5, nr	Kinney, Hannah Speech Pathology	C	$44,311.00	8/28/2017
5, nr	Kirbie, Kate Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, nr	Kitzerow, Megan Fed Head Start EC	B	$42,314.00	8/28/2017
5, nr	Kloss, Nichole Title I Schoolwide	B	$41,311.00	8/28/2017
5, nr	Kreie, Kathleen Gen Elem & K8 — All Grades	B	$43,217.00	8/28/2017
5, nr	Lambert, Lindsey Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, r	Linhart, Kelsey Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
4,r	Macak, Jordan Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5,nr	Manske, Ashley Multicategorical Comp Sen	B	$41,311.00	8/28/2017

Codes	Name and Position	Division	Salary	Date
4,r	Marquez, Aida Reg (five-year) Kindergarten	B	$43,217.00	8/28/2017
5,r	Martens, Stacey Multicategorical Comp Sen	B	$41,311.00	8/28/2017
4, r	Martinez Balderas, Jhonatan Bilingual Education	4W2	$41,311.00	8/28/2017
2, r	Mayfield, Brenda Special Ed Multicategorical	B	$41,311.00	8/28/2017
5, nr	McRoberts, Debra Gen Elem & K8 — All Grades	C	$56,644.00	8/28/2017
4,r	Melendez, Glorimar Bilingual Education	B	$59,508.00	8/28/2017
5,r	Melster, Adam Art	B	$41,311.00	8/28/2017
5, r	Milek, Emma Special Ed Multicategorical	4W2	$41,311.00	8/28/2017
5, nr	Miskelly, Robert Special Ed Multicategorical	B	$72,000.00	9/18/2017
5, nr	Moburg, David Gen Elem & K8 — All Grades	C	$62,508.00	8/28/2017
5, r	Moon, Christine Fed Head Start EC	B	$50,335.00	8/28/2017
2, r	Mooney, Gregory Gen Elem & K8 — All Grades	C	$70,701.00	8/28/2017
2, r	Morgan, Anthony Multicategorical Comp Sen	B	$41,311.00	8/28/2017
5, r	Morris, Connor Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
2, r	Neeley, Melanie Gen Elem & K8 — All Grades	C	$46,566.78	8/28/2017
5, nr	Onopa, Dorothy Gen Elem & K8 — All Grades	B	$43,217.00	8/28/2017
5, r	Osvatic, Kelley Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
5, nr	Ott, Brodi School Support Teacher	B	$43,217.00	8/28/2017
2, nr	Owens, Randy Early Childhood Special Ed	4W2	$41,311.00	8/28/2017
2, r	Owens Wilson, Hope Gen Elem & K8 — All Grades	B	$41,311.00	8/28/2017
2, nr	Owusu, Effia Special Ed Multicategorical	B	$41,311.00	8/28/2017
4, nr	Pagan, Zory Fed Head Start General	B	$46,926.00	8/28/2017
6, nr	Palmer Peterson, Bethany Multicategorical Comp Sen	B	$42,314.00	8/28/2017
5, r	Patenaude, Nicholas AMP HPE	B	$59,508.00	8/28/2017
5, r	Pauers, Leah Gen Elem & K8 — All Grades	4W2	$41,311.00	8/28/2017
5, nr	Payant, Robert Gen Elem & K8 — All Grades	C	$44,311.00	9/11/2017
5, nr	Pofahl, Susan Multicategorical Comp Sen	C	$60,000.00	8/28/2017
4, nr	Ramirez, Nora Bilingual Education	C	$62,508.00	8/28/2017
3, nr	Raymond, Mark Special Ed Multicategorical	4W2	$41,311.00	8/28/2017
5, r	Riddle, Rebecca AMP Art	B	$41,311.00	8/28/2017

Codes	Name and Position	Division	Salary	Date
4, r	Rivera, Jose	B	$59,508.00	8/28/2017
	Bilingual Education			
4, r	Rodriguez, Reyna	C	$48,322.00	8/28/2017
	Reg (five-year) Kindergarten			
2, r	Rogers, Lakaya	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Roman, Maryangela	B	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
5, r	Rothe, Katie	B	$51,840.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Schafer, Hannah	B	$41,311.00	8/28/2017
	Speech Pathology			
5, nr	Schlei, Cora	B	$41,311.00	8/31/2017
	Gen Elem & K8 — All Grades			
5, nr	Schneiker, Katherina	B	$59,508.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Schroeder, Dennis	C	$51,979.70	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Schuh, Danielle	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
2, r	Sheppard, Saidah	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Shuder, Erin	B	$44,921.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Simmons, Joy	C	$62,508.00	8/28/2017
	IDEA Speech Pathology			
5, nr	Skolnick, Madison	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Skrbin, Amy	B	$41,311.00	8/28/2017
	Early Childhood Special Ed			
5, nr	Smith, Matthew	4W2	$41,311.00	8/28/2017
	Special Ed Multicategorical			
5, r	Smith, Stephanie	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Spevak, Katherine	B	$41,311.00	8/28/2017
	Speech Pathology			
2, r	Sprewer, Constance	4W2	$41,311.00	9/14/2017
	Gen Elem & K8 — All Grades			
5, nr	Stanchfield Bastardo, Monica	B	$59,508.00	8/28/2017
	Gen Elem & K8 — All Grades			
2, r	Steele, Lonnie	C	$50,999.78	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Steger, Jacob	B	$48,531.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, r	Steinhilber, Sarah	B	$44,311.00	8/28/2017
	Speech Pathology			
5, nr	Stockman, Sharon	C	$62,508.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Stratton, Clare	B	$41,311.00	8/28/2017
	Special Ed Multicategorical			
2, r	Taylor, Sariah	B	$41,311.00	8/28/2017
	Reg (five-year) Kindergarten			
4, r	Terriquez, Carmen	C	$44,311.00	8/28/2017
	Speech Pathology			
2, r	Thomas, Caree	B	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
5, nr	Tobin, Justin	B	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
5, r	Umstot, Matthew	B	$42,314.00	9/1/2017
	Gen Elem & K8 — All Grades			

Codes	Name and Position	Division	Salary	Date
5, r	Vandersteen, Sara	B	$41,311.00	9/18/2017
	Gen Elem & K8 — All Grades			
4,nr	Vazquez, Jose	B	$45,314.00	8/28/2017
	Health & Phy Ed			
5,r	Vidrine, Jeanne	B	$41,311.00	8/28/2017
	School Support Teacher			
2, nr	Vilar, Brittany	C	$54,840.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Vitucci, Sara	4W2	$41,311.00	8/28/2017
	Special Ed Multicategorical			
2, r	Ward, Shamaura	4W2	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
4,r	Westerfield, Joseph	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5,r	Wetor, Brooke	B	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
2, r	Wheeler, Conniesha	B	$41,311.00	9/1/2017
	Title I Schoolwide			
2, r	Wilson, Latoya	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Wood, Eileen	B	$42,314.00	8/28/2017
	Multicategorical Comp Sen			
5, nr	Young, Tanya	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	Zimmers, Anna	C	$62,508.00	8/28/2017
	School Support Teacher			
	Teachers — IB Calendar			
4, r	Betances, Soribel	B	$41,311.00	8/22/2017
	Foreign Language			
5, nr	Cassel, Karen	C	$62,508.00	8/28/2017
	English			
5, nr	Chihuahua, Courtney	B	$46,926.00	8/21/2017
	Multicategorical Comp Sen			
5, r	DeGroot, Jacob	B	$41,311.00	9/13/2017
	Science			
5, nr	Granzow, Gage	B	$42,314.00	9/5/2017
	Social Studies			
5, nr	Kumar, Jonathan	C	$44,813.00	8/28/2017
	English			
2, nr	Leconte, Sandra	C	$62,508.00	8/30/2017
	Music			
4, r	Manzano, Indalecio	C	$75,880.00	9/18/2017
	Math			
5, r	Mateu Anderegg, Coral	B	$62,508.00	9/18/2017
	Bilingual Education			
5, r	McMullen, Conor	B	$41,311.00	8/31/2017
	Foreign Language			
5, nr	Shalaby, Susan	B	$59,508.00	8/28/2017
	Multicategorical Comp Sen			
5, r	Sheltraw, Gabrielle	B	$41,311.00	9/18/2017
	Hearing Impaired			
2, r	Taylor, Renea	B	$41,311.00	8/28/2017
	Math			
5, nr	Taylor, Robert	B	$41,311.00	9/13/2017
	Music			
2, r	Tyson, Marilyn	B	$41,311.00	9/18/2017
	Early Childhood Special Ed			
	Library Media Specialist			
5, nr	Hill, Holly	2F	$78,406.00	8/28/2017

Codes	Name and Position	Division	Salary	Date
	Permit Teacher — IB Calendar			
4, r	Acaba, Gabriel	B	$41,311.00	8/29/2017
	Special Ed Multicategorical			
5,r	Cerniglia, Annie	B	$41,311.00	8/18/2017
	Special Ed Multicategorical			
6,r	Estevez, Yubelky	B	$41,311.00	8/24/2017
	Foreign Language			
5, nr	Glunz, Amanda	B	$41,311.00	8/7/2017
	English as a Second Language			
5, nr	Jacobsen, Thomas	B	$41,311.00	8/28/2017
	School Support Teacher			
5, nr	Jeninga, Kenneth	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
2, r	Johnson, Antoinette	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
5, nr	Joseph, Sarah	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
5, r	Martin, Matthew	B	$41,311.00	8/7/2017
	Foreign Language			
2, nr	Preyer, DeVon	B	$41,311.00	9/5/2017
	Multicategorical Comp Sen			
4,r	Ramos, Mercedes	B	$41,311.00	8/7/2017
	Bilingual Education			
5,nr	Sego, Eric	B	$41,311.00	9/11/2017
	Multicategorical Comp Sen			
2, r	Slade, Terrance	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
6,nr	Torres, Ismael	B	$41,311.00	9/8/2017
	Special Ed Multicategorical			
	Occupational Therapist			
5, nr	Miota, Bethany	C	$44,921.00	8/28/2017
	Therapist – Occupational			
	Permit Teacher			
2, r	Bounds, Jasmine	B	$41,311.00	8/28/2017
	Special Ed Multicategorical			
2, r	Buford, Nakkitta	B	$41,311.00	8/28/2017
	Multicategorical Comp Sen			
4, nr	Ceyca Chaidez, Ericka	B	$43,000.00	8/28/2017
	Early Childhood Special Ed			
4, r	Delgado, Ivelisse	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
2, r	Ellis, Latoya	B	$41,311.00	8/28/2017
	Health & Phy Ed			
4,nr	Gonzalez Acosta, Patricia	B	$41,311.00	8/28/2017
	Special Ed Multicategorical			
5,nr	Hebl, Edward	B	$41,311.00	9/8/2017
	Multicategorical Comp Sen			
3, r	Li, Pao	B	$41,311.00	8/28/2017
	AMP Art			
5, r	Manzke, Shannon	B	$41,311.00	8/28/2017
	General Operations			
2, r	McAfee, Derrick	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
5, r	McKeown, Aislinn	B	$41,311.00	8/28/2017
	Gen Elem & K8 — All Grades			
5, nr	McKinney, Lauren	B	$41,311.00	9/7/2017
	Hearing Impaired			
4, r	Montilla, Edward	B	$41,311.00	8/28/2017
	Bilingual Education			
4, nr	Ortiz Laureano, Elba	B	$41,311.00	8/28/2017

Codes	Name and Position	Division	Salary	Date
	Early Childhood Special Ed			
4,r	Ramos Serrano, Carol	C	$46,217.00	8/28/2017
	Bilingual Education			
2, r	Roundtree, Chimere	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
5,nr	Sizemore, Robert	B	$41,311.00	8/7/2017
	Multicategorical Comp Sen			
4, nr	Soto, Angelie Marie	B	$41,311.00	9/13/2017
	Bilingual Education			
4,r	Valle, Laura	B	$41,311.00	9/14/2017
	Multicategorical Comp Sen			
5,r	Van Lieshout, Carla	B	$41,311.00	8/28/2017
	AMP Art			
5, r	Voss, Catherine	B	$41,311.00	8/7/2017
	Special Ed Multicategorical			
5, r	Weise, Renee	B	$41,311.00	8/28/2017
	Special Ed Multicategorical			
	Physical Therapist			
5, r	Ellis, Briana	4V	$50,698.00	8/28/2017
	Therapist — Physical			

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American..... 36
(3) Asian/Oriental/Pacific Islander 2
(4) Hispanic 28
(5) White..... 121
(6) Other 4
(7) Two or More Ethnic Codes 0
Males..... 52
Females 139

Report on Certificated Resignations and Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	2.0	5	Kirstin Abrams	Teacher	Central Svcs	08/25/2017
Other Work	4.0	5	Katelyn Araya	Teacher	Kluge	08/16/2017
Other Work	2.0	5	Katherine Bennett	Teacher	Garland	08/17/2017
Personal	2.9	5	Caroline Dlouhy	Teacher	Rufus King HS	08/25/2017
Other Work	2.0	5	Kathryn Doyle	Teacher	Meir	09/06/2017
Personal	1.0	5	Rebecca Droster	Teacher	Roosevelt MS	08/23/2017
Other Work	5.5	5	Megan Fabrycki	Teacher	Forest Home	08/24/2017
Other Work	4.5	4	Erika Flores De Lopez	Teacher	Lincoln Ave	08/16/2017
Other Work	9.0	5	Jill Frias	Teacher	Forest Home	08/21/2017
Personal	4.8	5	Ronna Gonzalez	Teacher	Hayes	08/21/2017
Other Work	2.0	5	Jonathan Grimins	Teacher	Franklin	08/21/2017
Other Work	4.0	4	Eunice Heredia Colon	Teacher	Allen Field	08/18/2017
Other Work	15.0	5	Amy Kern	Teacher	Lancaster	08/22/2017
Other Work	2.0	5	Katie Klestinski	Teacher	Kluge	08/16/2017
Personal	0.1	5	Bradley Krause	Teacher	Milw Sch Lang	08/14/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	9.0	5	Sarah Mears Kroening	Teacher	ALBA	08/28/2017
Personal	8.0	2	Tiffany Miller	Teacher	South Division	08/28/2017
Other Work	27.7	4	Enid Montalvo	Teacher	Mitchell	08/17/2017
Personal	0.1	2	Melanie Neeley	Teacher	Douglas	08/25/2017
Retire	26.6	5	Tim Nehmer	Teacher	Elm	08/16/2017
Other Work	15.0	5	Erica Olenici	Teacher	MACL	08/17/2017
Other Work	2.0	5	Andrew Ptasienski	Teacher	Whitman	08/22/2017
Personal	3.0	5	Jenni Strait	Nurse	Central Svcs	08/16/2017
Personal	31.4	5	Linda Witzeman	Teacher	Douglas	09/22/2017
Personal	2.1	3	Zhou Wu	Teacher	MACL	09/08/2017
			Classified Retirements			
Retire	2.6	5	Susan Lunsford	Para	Rogers St. Academy	08/29/2017
Retire	25.3	5	Mary Jean Price	Para	Pulaski	08/26/2017
Retire	19.8	2	Millicent Smith	Para	Hartford Ave.	08/28/2017
Retire	4.0	5	Daniel Waraxa	Engineer II	Fratney	08/26/2017
Retire	37.0	5	David Wielochowski	Engineer III	JMAC	09/08/2017

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2017		
John Schmierer	Currently on leave	08/24/2017
Personal Leave, September 2017		
Heather Koeller	MSIS	09/20/2017
Personal Leave, March 2018		
Elizabeth Harris	Currently on leave	03/16/2018
Illness Leave, August 2017		
Miriam Tangle	Currently on leave	08/23/2017
Joanne Murphy	Engleburg	08/28/2017
Gregory Stewart	Hartford University	08/28/2017
Carmen Fischer	Currently on Leave	08/28/2017
Illness Leave, September 2017		
Jamie Priggie-Jones	Jackson	09/11/2017
Illness Leave, November 2017		
Gail Barrett	Currently on leave	11/20/2017

Affirmative Action Report

The Affirmative Action monthly transaction report for September 2017 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, 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, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

Your Committee recommends that the Board approve the following individuals for promotion, appointment, or reassignment to the classifications indicated.

Codes	Name	Position and Location	Salary
(2)(r)	Ronald Cox	Senior Director, Talent Management Office of the Chief of Human Resources	Schedule 03, Range 16A $127,876
(2)(nr)	Carol Eady	Senior Director, Benefits, Pension & Compensation Office of the Chief of Human Resources	Schedule 03, Range 16A
(5)(r)	Marie Thompson	Director I, Innovation Development Office of the Chief of Innovation & Information	Schedule 03, Range 14A $120,352
(2)(r)	Toni Dinkins	Manager II, School Operations Office of the Chief of School Administration	Schedule 03, Range 12A $112,382
(5)(r)	David Zech	Manager II, School Operations Office of the Chief of School Administration	Schedule 03, Range 12A $112,382
(3)(nr)	Qin Wang	Programmer Analyst III Office of the Chief of Academics	Schedule 03, Range 07A $80,956
(5)(r)	Amy Moeller	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $58,995
(4)(r)	Jose Medina	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07C $57,497
(4)(nr)	Martin Guerra	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $57,997
(2)(r)	Denzel Shareef	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A $50,000
(2)(r)	Tom Scholle-Malone	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A $47,969
(2)(r)	Sophia Smith	Volunteer Services Associate I Office of the Chief of Staff	Schedule 03, Range 03A $44,525
(2)(r)	Allicia Washington-White	Alumni & Student Engagement Associate I Office of the Chief of Staff	Schedule 03, Range 03A $44,525
(2)(nr)	Brianna Hoskins	Management Intern Office of the Chief of Human Resources	Schedule XX, Range 4R $32,000

Recommended LTE Contracts

Your Committee further recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b):

Codes	Name	Position and Location	Hourly Rate/Dates
(2)(nr)	Robert Darren Fisher	Adjunct Instructor Office of the Chief of Innovation & Information	$50.00 9/1/17 to 12/23/17
(2)(nr)	Kimberly Hopkins	School Psychologist Office of the Chief of Academics	$50.00 9/5/17 to 1/20/18
(5)(r)	Margaret Barrett	Grant Project Director Office of the Chief of Academics	$40.00 9/5/17 to 3/9/18
(5)(r)	Phillip Dosmann	Montessori Liaison Office of the Chief of School Administration	$40.00 8/8/17 to 12/31/17
(5)(r)	Timothy Duax	Montessori Liaison Office of the Chief of School Administration	$40.00 8/8/17 to 12/31/17
(2)(nr)	Robert Darren Fisher	Adjunct Instructor Office of the Chief of Innovation & Information	$40.00 9/1/17 to 12/23/17
(5)(r)	Kathleen Krug	Project AWARE Office of the Chief of Academics	$40.00 9/5/17 to 3/5/18
(5)(r)	Patricia Schmeling	School Nurse Office of the Chief of Academics	$40.00 8/28/17 to 2/28/18

Codes	Name	Position and Location	Hourly Rate/Dates
(5)(nr)	Annette Walters	Physical Therapist	$40.00
		Office of the Chief of Academics	12/11/17 to 3/23/18
(6)(nr)	Tahany Azzab	Smart Spaces Online Instructor	$31.00
		Office of the Chief of Academics	9/1/17 to 3/1/18
(5)(nr)	Susan Freiss	Smart Spaces Online Instructor	$31.00
		Office of the Chief of Academics	9/1/17 to 3/1/18
(1)(nr)	Angela Gorske	Smart Spaces Online Instructor	$31.00
		Office of the Chief of Academics	09/1/17 to 3/1/18
(5)(nr)	Lindsay Passwaters-Cordero	Smart Spaces Online Instructor	$31.00
		Office of the Chief of Academics	9/1/17 to 3/1/18
(2)(r)	Jamella Acosta	Project AWARE	$30.00
		Office of the Chief of Academics	9/24/17 to 3/24/18
(5)(r)	Michele Butz	Riley Dual Language Montessori	$30.00
		Office of the Chief of Operations	9/6/17 to 3/6/18
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	8/17/17 to 2/17/18
(2)(r)	NaTasha Carr	Project AWARE	$30.00
		Office of the Chief of Academics	9/24/17 to 3/24/18
(5)(r)	Liza Frolkis	Smart Spaces Classroom Facilitator	$30.00
		Office of the Chief of Academics	9/1/17 to 3/1/18
(5)(nr)	Amy Keel Wilson	Social Emotional Learning Interventional	$30.00
		Office of the Chief of Academics	9/1/17 to 3/1/18
(5)(r)	Heinrich Kunsmann	Piano Teacher	$30.00
		Office of the Chief of School Administration	8/28/17 to 2/28/18
(5)(nr)	Andrea Nemeth	Psychometric Assistant	$30.00
		Office of the Chief of Academics	9/5/17 to 1/12/18
(4)(r)	Lourdes Ocampo Lewis	Project AWARE	$30.00
		Office of the Chief of Academics	9/24/17 to 3/24/18
(5)(r)	Carl Storniolo	Percussion Teacher	$30.00
		Office of the Chief of School Administration	8/28/17 to 2/28/18
(5)(nr)	Mary Waldheim	Project AWARE	$30.00
		Office of the Chief of Academics	9/24/17 to 3/24/18
(5)(r)	Mary Wincapaw White	Consultant Services on Perkins Grant	$30.00
		Office of the Chief of Academics	8/1/17 to 2/1/18
(2)(r)	Louise Young Benson	Project AWARE	$30.00
		Office of the Chief of Academics	9/24/17 to 3/24/18
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach	$17.06
		Office of the Chief of Schools Administration	8/21/17 to 2/21/18
(5)(r)	Valerie Pogue	Piano Accompanist	$17.06
		Office of the Chief of School Administration	11/1/17 to 5/5/18

Codes:

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

The Administration requested that the following appointment, which had not been submitted to the Committee, be added to the list of administrative appointments.

Codes	Name	Position and Location	Salary
(5)(nr)	Gina Nameth	Analyst II, Facilities Planning	Schedule 03, Range 06A
		Office of the Chief of Operations	$58,168

The Administration further requested that Brianna Hoskins be removed from consideration as Analyst II, Facilities Planning, in the Office of the Chief of Operations at this time.

Director Falk moved to approve the administrative appointments and LTE contracts, as modified by the Administration. The motion to approve prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Phillips, Voss, Woodward, and President Sain — 6.
Noes — 0.

* * * * *

(Item 3) Action on the Award of Professional Services Contracts

Background

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

- Accounting Equipment Corp d/b/a AE Business Solutions for IT Support Services,
  TSV-0-0-TEC-TC-ECTS ..... $ 202,000

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 contract will begin as indicated in the attachments.

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 Committee reports.

* * * * *

(Item 4) 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:

- Discovery Education, Inc., for Science Curriculum Licenses
  SDV-0-S-D88-DW-ECT ..... $ 389,100
- Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses
  SYS-0-0-AMT-RH-ECTS ..... $ 151,200

- Wisconsin Family Ties, Inc., for a Parent Peer Specialist Position
  at Project AWARE Schools, CDV-0-S-A-97-RH-ECTS ..... $ 66,000
- Wisconsin Coach Lines, Inc., for Field Trip Transportation Services
  Varies by location using services ..... $ 115,000

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.

Implementation and Assessment Plan

Upon approval by the Board, the purchase orders will be issued and the contracts will begin as indicated in the attachments.

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 5) Action on Monthly Facilities Matters: FMS Award of Construction Contracts

Background

Recommended for the Board's approval at this meeting are:

- Construction Contracts Requested for Approval:
  - — Newport Network Solutions for Proximity Card Access Control Installations at the following schools:

Alcott	Curtin
Manitoba	Milwaukee Parkside
Walker Campus	Clement

    Code: FAR 00 SPJ DW ECNC ..... $ 86,713.00
  - — Newport Network Solutions for Proximity Card Access Control Installations at the following schools:

Bruce	Kilbourn
Maple Tree	Parkview
Thoreau	

    Code: FAR 00 SPJ DW ECNC $85,981.00

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:

Total Construction Contracts Requested ..... $ 172,694.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize 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 Committee reports.

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(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Canon Solutions America, Inc., for Leasing of a Multi-Purpose Color Digital Copy Machine

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and contract with Canon Solutions America, Inc., ("Canon") for leasing of a multi-purpose color digital copy machine.

Canon will provide Duplicating Services with one new digital color multi-function copy machine. The four-year lease will include the cost of the equipment; installation; training; maintenance; and all consumable supplies (except paper). This machine, which will replace an existing color copier, will include more robust features to better assist the demand of the District's printing in Duplicating Services.

Given the annual value of the goods/services, competitive quotes were solicited in accordance with 3.09(7)(b)2. Canon was the lowest responsible respondent.

This lease will run for a 48-month period from November 1, 2017, through October 31, 2021 (the "Initial Term").

The total cost of the goods/services purchased will not exceed $49,000 per annual period and will not exceed $196,000 during the Initial Term.

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.

DUP-0-0-DUP-DU-EMTC (Duplicating Services — Contracted Services) ..... $ 196,000

Canon Solutions America, Inc.

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and approve the lease with Canon Solutions America, Inc., 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 7) 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 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			
MacDowell Montessori	The Kula Foundation*	$1.38	Burgers for Better Schools (BFBS) Donation — General School Use
MacDowell Montessori	Malakai Jasperson	$20.00	School Supplies — Room 300
Alcott School	The Kula Foundation*	$18.78	BFBS Donation — General School Use
Bruce School	The Kula Foundation*	$2.00	BFBS Donation — General School Use
Bruce School	United Healthcare Services	$1,000.00	Healthy School Program
Bay View HS	Glassman Productions	$1,000.00	Contributions
Clement Avenue School	The Kula Foundation*	$19.08	BFBS Donation — General School Use
Fernwood School	The Kula Foundation	$24.15	BFBS Donation — General School Use
German Imm. School	YourCause, LLC*	$28.00	General School Supplies
German Imm. School	The Kula Foundation*	$45.84	BFBS Donation — General School Use
Garland School	The Kula Foundation	$21.52	BFBS Donation — General School Use
Honey Creek Elementary School	The Kula Foundation*	$14.29	BFBS Donation — General School Use
Honey Creek Elementary School	We Energies Foundation	$200.00	General School Supplies
Washington HS of I.T.	Mark Wade II, LLC	$1,000.00	Support Boys Basketball Team
Washington HS of I.T.	Fred Tabak	$200.00	Support Boys Basketball Team
Lincoln MS	Le Roy Green*	$156.49	Lincoln Alumni
Lincoln MS	The Kula Foundation*	$3.17	BFBS Donation — General School Use

Ralph Metcalfe School	The Kula Foundation*	$0.53	BFBS Donation — General School Use
Marshall HS	The Kula Foundation	$2.22	BFBS Donation — General School Use
Marshall HS	Leaddog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Marshall HS	Dotopia	$50.00	Wells Fargo Matching Gifts
Bradley Trade & Tech	Clutch Corp.	$400.00	General School Supplies
North Division HS	Hayes & Rothstein, S.C.	$150.00	Boys Basketball Team Support
North Division HS	The Kula Foundation*	$2.13	BFBS Donation — General School Use
Riley School	Sarah Smasal	$100.00	Montessori School Supplies
King HS	Courage Mke	$300.00	Support for LGBT Community
King HS	Dean and Lindsey Graf	$1,073.00	Coaching Hours
Roosevelt MS	The Kula Foundation*	$0.55	BFBS Donation — General School Use
Sherman School	The Kula Foundation*	$0.75	BFBS Donation — General School Use
Siefert School	The Kula Foundation*	$7.39	BFBS Donation — General School Use
Starms Discovery School	Herb Kohl Philanthropies	$200.00	Class Field Trips
Ronald Reagan HS	Stacy Knitter*	$117.00	Alumni Activities
Trowbridge School	General Mills/Box Tops for Education	$105.10	Box Tops for Education
Trowbridge School	The Kula Foundation*	$0.51	BFBS Donation — General School Use
Thoreau School	The Kula Foundation*	$2.35	BFBS Donation — General School Use
Victory School	RTI International (Survey Incentive)	$530.00	Survey Incentive
Vincent	Milk Products	$2,000.00	Youth Impact Award to Support Agriculture Program
Vincent	The Kula Foundation*	$1.84	BFBS Donation — General School Use
	Total Monetary Donations	*$11,798.07*	
Non-Monetary Donations			
MacDowell Montessori	Donors Choose	$899.09	Calculators
MacDowell Montessori	Donors Choose	$19,109.02	General School Supplies
MacDowell Montessori	Jaeden Smith	$20.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	$113.97	Fans
MacDowell Montessori	Donors Choose	$372.81	Cooking Supplies
MacDowell Montessori	Major Mehn	$60.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	$249.99	Robotics
MacDowell Montessori	Donors Choose	$168.68	Sensory Material
MacDowell Montessori	Donors Choose	$236.72	Maps and Books
MacDowell Montessori	Donors Choose	$330.26	Language Mats
MacDowell Montessori	Sofia Turner	$20.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	$118.45	Art Supplies
Allen-Field School	The Iron Horse Hotel	$4,000.00	10 TV's Donation
Franklin School	AT&T Pioneers	$1,150.00	School Education Support Supplies
Lloyd Barbee Montessori	Aurora Oncology	$150.00	Pick 'n Save Gift Card
Meir School	Donors Choose	$372.97	Books
Meir School	Lockton Companies	$200.00	Lockton School Supplies
Meir School	Donors Choose	$186.34	Dry Erase Boards
Meir School	Donors Choose	$1,200.54	Band Equipment
Meir School	Donors Choose	$273.00	Binders
Meir School	Donors Choose	$299.00	Calculators
Meir School	Donors Choose	$136.82	Classroom Supplies
Holmes School	The Meemic Foundation	$100.00	General School Supplies
North Division HS	AT&T Pioneers	$1,200.00	General School Supplies
King HS	Nina Kohl	$200.00	Flute
Ronald Reagan HS	Toppers Pizza	$20.00	Pizza
Sherman School	TIAA	$569.91	School Education Support
Thoreau School	Girtons ATA Taekwondo	$100.00	General School Supplies
	Total Non-Monetary Donations	*$31,857.57*	
	Total Value of Donations for October 2017	*$43,655.64*	
	**Donations from MPS Alumni*	*$422.08*	

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.

* * * * *

(Item 8) Action on Resolution 1718R-001 by Directors Bonds and Sain Regarding Renaming Dr. Benjamin Carson Academy of Science

Background

At its meeting on May 25, 2017, the Milwaukee Board of School Directors referred Resolution 1718R-001 by Directors Bonds and Sain to the Committee on Accountability, Finance and Personnel:

> RESOLVED, That the Milwaukee Board of School Directors direct the Administration to work with the Dr. Benjamin Carson Academy of Science school community to explore the renaming of the facility; and be it
>
> FURTHER RESOLVED, That the Administration provide the Board with an update regarding the name change by the October 2017 Board cycle.

Since that time, the Chief of School Administration has communicated with the school's leadership regarding the potential name change. The school community is in support of pursuing a name change, and the Regional Superintendent has been working with the school community on moving forward with the process in alignment with the resolution.

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

This item does not authorize expenditures. Any costs associated with changing the name of the school on the building will be absorbed in the FY17 budget.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will continue working with the school community to complete the necessary steps to identify a new name for the school. Once this has been determined, the proposed name will be brought to the Board for consideration and approval.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-001 by Directors Bonds and Sain.

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

* * * * *

(Item 9) Action on a Request to Waive Administrative Policy 5.02(3)(a)(2)(e) and to Approve an Agreement with the Bicycle Federation of Wisconsin for Sponsorship of a "Bike Bazaar" at Hamilton High School

Background

The Administration is requesting authorization to enter into an agreement with the Bicycle Federation of Wisconsin to manage a Bike Bazaar at Hamilton High School to fundraise for the Valid Bike Shop at North Division and the MKE MTB bicycle team. As part of this agreement, the Administration is requesting a waiver of Administrative Policy 5.02(3)(a)(2)(e), which prohibits permit holders from earning a commercial or personal profit as a result of their use of MPS facilities. The Bike Bazaar will charge a fee to all local vendors, who will be selling cycling-related goods during the event. The Bike Bazaar will also be charging patrons at the door to enter the event. The Bicycle Federation will use vendor fees and admission fees to cover its MPS permit fee and any operational costs associated with the event. Profits from the revenue will be donated to the Valid Bike Shop and the MKE MTB bicycle team.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Bike Bazaar 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:

1. waive Administrative Policy 5.02(3)(a)(2)(e) and approve an agreement with the Bicycle Federation of Wisconsin to allow the Bike Federation to sponsor a "Bike Bazaar" at Hamilton High School; and
2. direct the Administration to bring forth to the appropriate committee a policy and procedure to address similar situations in the future.

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

* * * * *

(Item 10) Action on a Request to Rename Lowell Elementary School to Lowell International Elementary School

Background

Lowell Elementary School is a traditional elementary school which served 268 students in grades K4 through 5 in the 2016-17 school year. The official fall enrollment count for 2017-18 is not yet available.

After significant planning, preparation, and formal application, Lowell was designated an International Baccalaureate (IB) World School in spring 2015. The school was the seventh IB World School in MPS, joining one other elementary school, two middle schools, and three high schools.

To make the school more easily recognizable for families as an IB school, Lowell is seeking a name change in keeping with the naming conventions at many other MPS IB schools, which include "international" in their school names.

Principal Dr. Pandora Bedford presented the possible name change to Lowell International Elementary School to various stakeholder groups in September 2017. In a staff vote, 30 supported the change, and four voted against. Later in the month, those attending the school's Parent Teacher Organization meeting unanimously supported the change. The School Engagement Council also voted in favor of the new name.

Following these presentations, Dr. Bedford submitted a letter to the Superintendent requesting that the school be renamed.

The Administration recommends that the Board approve the renaming of Lowell Elementary School to Lowell International Elementary School.

Statute, Administrative Policy, or Board Rule 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 FY17 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 the renaming of Lowell Elementary School to Lowell International Elementary School.

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

* * * * *

(Item 11) Action on a Request to Adopt a Resolution Authorizing Amendments to the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan

Background

On March 30, 2017, the Board approved an early retirement window (ERW) for eligible employees. This action authorized an early retirement window for certain eligible employees of the Milwaukee Public Schools who retire between July 1, 2017, and June 30, 2020, at age 55 or older with 20 years of service and accumulation of 90% of their sick-leave allowance.

The early retirement window includes the ability for certain employees who are eligible for benefits under both the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan (the "Administrators Plan"), as well as benefits in the form of a deferred retirement allowance under the City of Milwaukee's Employees Retirement System ("ERS"), to receive a supplemental benefit under section 13.3 of the Administrators Plan if they defer receipt of their ERS deferred retirement allowance until attaining age 60 or later.

The Administration seeks adoption of a resolution authorizing amendments to the Administrators Plan to include updated plan language consistent with the requirements for receipt of the special supplemental benefit for eligible individuals who retire within the early retirement window.

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. The recommendation is consistent with the practice of fiscal responsibility and the reporting and disclosure of the district's employee benefit plan's costs and liabilities.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will amend the Administrators Plan document to include the updated language.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolution approving amendments to the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan, effective July 1, 2017:

> RESOLVED, By the Milwaukee Board of School Directors that the Administrators Plan be amended effective July 1, 2017:
>
> Section 13.3, regarding eligibility to receive a Special Supplemental Benefit, shall be amended to be and read as follows:
>
> "Section 13.3. Special Supplemental Benefit: An individual who participates under this Article XIII shall be eligible for a "Special Supplemental Benefit" (i) if his/her employment is terminated on or after his/her 60th birthday, and prior to his/her 65th birthday, or (ii) if his/her employment is terminated under the Early Retirement Window available to certain employees between July 1, 2017 and June 30, 2020, which was approved by action of the Board adopted March 30, 2017, and he/she also elects to receive a deferred retirement allowance from City of Milwaukee Employee's' Retirement System to commence on or after attaining age 60 pursuant to section 36-05-6-d-2 of the Milwaukee City Charter. If the Committee receives the completed application of the Participant in a timely manner pursuant to Section 4.8, the Special Supplemental Benefit shall be payable monthly, commencing on the first day of the month following his/her retirement date, and terminating on the first day of the month immediately preceding his/her 65th birthday or his/her death, if earlier."
>
> FURTHER RESOLVED, That the Superintendent and/or designee are hereby authorized and directed to implement these amendments to the Administrators Plan document and to incorporate them in a restated Plan document.

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

* * * * *

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 Proposed Revisions to Administrative Procedure 7.33, Grading Systems

Background

Proposed revisions to Administrative Procedure 7.33, Grading Systems, are being brought forward to account for use of pass/fail grades with work study, internships, apprenticeships, and designated alternative programs. Changes clarify the fact that students may earn more than one pass/fail credit per semester within the guidelines of Administrative Procedure 7.33, Grading Systems.

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's (SIS's) 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. 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. ~~This option~~ The ability to take a Pass/Fail course will be available in all senior-high schools (grades nine 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) ~~(National Collegiate Athletic Association)~~ 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

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.

(d) 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.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

If these revisions are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Procedure 7.33, Grading Systems, as presented above.

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

* * * * *

(Item 2) Action on Proposed Revisions to Administrative Procedure 6.22, Leaves and Absences: Staff

Background

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to district policy and procedure, the Administration is recommending that Administrative Procedure 6.22, Leaves and Absences: Staff, be revised relative to loss of assignment for teachers and school psychologists. The Employee Handbook had been updated to state that teachers and school psychologists will be considered out of assignment after having been absent more than 20 (formerly 30) workdays during a school semester or 30 (formerly 45) workdays in a school year.

Reference to the Office of Human Capital has also been updated to reflect its new name, Office of Human Resources.

ADMINISTRATIVE PROCEDURE 6.22
LEAVES AND ABSENCES: STAFF

(1) APPROVAL OF ABSENCES/FORMAL LEAVE

An employee who is absent from work must comply with leave procedures set forth in Part VIII of the Employee Handbook, as revised, as well as with any pertinent departmental rules applicable to the employee. The Office of Human ~~Capital (OHC~~ Resources (OHR) shall provide guidance to any employee with questions regarding leave-of-absence procedures.

(2) RETURN AFTER FORMAL LEAVE OF ABSENCE

An employee who wishes to return from or to curtail a formal leave of absence shall contact the ~~OHC~~ OHR to obtain approval to return to work. If the employee was on a formal leave of absence because of the employee's medical condition, the employee shall submit medical documentation to ~~OHC~~ OHR substantiating the employee's fitness for duty.

(3) LOSS OF ASSIGNMENT

(a) Teachers and Psychologists shall be considered out of assignment under any one of the following situations:

1. after having been absent more than 30 20 workdays during a school semester or 45 30 workdays in a school year;
2. after having been absent the first day of the school year without advanced notice to the supervisor and Central Services giving a satisfactory reason for the absence — documentation substantiating the reason for the absence may be required from the employee;
3. after having been approved for a leave of absence with a definite duration of 30 workdays or more.

(b) General educational assistants and paraprofessionals shall be out of assignment after being absent for more than one month.

(c) These provisions shall not apply to FMLA-protected or USERRA-protected absences. ~~OHC~~ OHR, in its discretion, may override these provisions for operational reasons.

(4) TENURE

Any semester in which a probationary teaching employee is absent for 36 school days or more may not be counted in the total of six semesters of teaching service required for tenure.

(5) DURATION OF LEAVES

(a) No leave of absence shall continue in force beyond one year. The total time allowed for leaves of absence for any purpose shall not exceed three years in the aggregate within any seven-year period, except as required by law.

(b) Any leaves of absence totaling 36 work days or more of a semester or half work-year shall be considered as a half-year for the purpose of determining leave durations. For seasonal laborers, any absences totaling 36 work days during the season will be counted as a year for purposes of determining leave durations.

(c) Nothing in these procedures shall be applicable to the Board's resolution on war-service leaves.

(6) VIOLATION OF POLICIES

Willful violation of any of the provisions relating to leaves of absence by an employee, or the willful making of a false report regarding any type of leave, shall subject the employee committing such violation, or making such false reports, to disciplinary action by the Superintendent, or the Director of Board Governance, or the ~~Director~~ management of the Office of ~~Efficiency and~~ Accountability and Efficiency, as appropriate, and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the Board rules governing such action.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.22, Leaves and Absences: Staff

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 to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the changes made to Administrative Procedure 6.22, Leaves and Absences: Staff, 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 Committee reports.

* * * * *

(Item 3) Action on Proposed Revisions to Administrative Policy 6.15, Criminal Background Screening

Background

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to district policy and procedure, the Administration is recommending revisions to Administrative Policy 6.15, Criminal Background Screening.

The Administration no longer requires candidates to disclose convictions on the application. The Board has also created a Background Check Appeals Committee to review the written appeal of any candidate who was rejected through the criminal background screening.

The revisions also reflect a change in the department's name, from the Office of Human Capital to the Office of Human Resources.

ADMINISTRATIVE POLICY 6.1 5
Criminal Background Screening

(1) It shall be the policy of the Milwaukee Board of School Directors that, prior to the appointment of any person to either a full-time or part-time position, the Office of Human ~~Capital Resources~~ Resources shall conduct a criminal background check through the Wisconsin Department of Justice and other appropriate information sources. With respect to applicants with significant experience in other states, the background check shall include checks in those states.

~~(2) If a criminal background check reveals a conviction which the candidate failed to disclose as required on his/her application form, the Office of Human Capital reserves the right to reject the application for employment.~~

~~(3)~~(2) If the criminal background check confirms a conviction, a determination shall be made, in consultation with legal counsel if necessary, whether or not to reject the application, based upon a consideration of the circumstances of the conviction and whether the circumstances substantially relate to the circumstances of the particular position for which the candidate has applied. If the criminal background check confirms a pending charge, a determination shall be made, in consultation with legal counsel if necessary, whether or not to place the application on hold, based upon a consideration of the circumstances of the charges and whether the circumstances substantially relate to the circumstances of the particular position for which the candidate has applied. If the candidate is ultimately convicted, the application will be rejected; if the charge is dismissed, the candidate may resume his or her application, if a position is still available, or apply for a new position.

(3)~~(4)~~ A candidate who is rejected through the criminal-background-check process because of a conviction shall have the opportunity to file a written appeal with the ~~Office of Human Capital~~ MPS Background Check Appeals Committee.

~~(4)~~(5) The Office of Human ~~Capital~~ Resources shall promulgate written guidelines which clearly delineate steps to be taken in the hiring process, including identifying the necessary screening processes which must be conducted by Human ~~Capital~~ Resources staff prior to the appointment of any person to either a full-time or part-time position.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.15, Criminal Background Screening

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 changes to be made to Administrative Policy 6.15, Criminal Background Screening, 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 Committee reports.

* * * * *

(Item 4) Action on Proposed Revisions to Administrative Policy 6.30, Suspension and Dismissal: Staff, and to Rescind Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures

Background

Due to the adoption of Wisconsin Act 10, the grievance procedure's structure and requirements were revised in May 2014. The revisions were further codified with the March 2016 reinstatement of Board Rule Appendix A, Procedures for Employee Appellate Hearings, and with the June 2017 revisions to the Employee Handbook. In an effort to align the Employee Handbook with district rules and policies, the Administration recommends revising Administrative Policy 6.30, Suspension and Dismissal: Staff.

The revised grievance procedure would give non-probationary employees fifteen (15) business days in which to file a grievance, instead of the five (5) work days previously given. In addition, reference to the Office of Human Capital has been updated to reflect the new department name, Office of Human Resources.

The Administration further recommends that Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, be rescinded, as it no longer reflects current practice.

ADMINISTRATIVE POLICY 6.30
SUSPENSION AND DISMISSAL: STAFF

(1) CERTIFICATED STAFF

(a) The superintendent may take employee disciplinary action when it is in the best interest of the school system. Such action shall be in accordance with provisions of the ~~appropriate labor contract~~ Employee Handbook.

(b) No certificated employee who has become permanently employed as herein provided by reason of three or more years of continuous service shall be discharged, except for cause upon written charges.

(2) CLASSIFIED STAFF

(a) The superintendent, when he/she in his/her discretion believes it is for the best interests of the school system, may reduce in status, suspend, remove, or discharge classified employees in the respective departments, or impose penalties or take other disciplinary action with respect to these employees, for misconduct, incompetence,

inefficiency, inattention to duty, or for any other reason that disqualifies or renders such employee unfit for the position held.

(b) Any employee who is reduced in status, suspended, removed, discharged, or penalized shall be notified thereof in writing, and said notice shall contain a statement of the reasons for such action.

(c) Any non-probationary employee who is reduced in status, suspended, removed, or discharged may, within ~~five~~ fifteen ~~working~~ business days after receipt of notice of such action, file a grievance as to the just cause of the discharge, suspension, or discipline imposed upon him/her.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.30, Suspension and Dismissal: Staff

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.30, Suspension and Dismissal: Staff, and rescind Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, 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 Committee reports.

* * * * *

(Item 5) Action on Proposed Technical Revisions to Administrative Policy 1.03, Parent Empowerment; Administrative Policy 4.07, Student Nutrition and Wellness Policy; Administrative Procedure 6.23(3), Filling Principal Vacancies; Administrative Procedure 6.23 (4), Filling Assistant Principal Vacancies; Administrative Procedure 8.20, Uniforms and Student Dress Code; and Administrative Procedure 9.12, Charter School Petitions and Proposals, Resulting from Previously Approved Revisions to Administrative Policy and Procedure 9.11, School Engagement Councils

Background

At its meeting of August 2017, the Milwaukee Board of School Directors approved revisions to Administrative Policy 9.11, School Engagement Councils, and creation of related Administrative Procedure 9.11. This action resulted in a new name — School Engagement Councils — for what previously had been known as School Governance Councils. As a result, various administrative policies and procedures (as attached to the minutes of your Committee's meeting) require technical amendments to replace instances of *School Governance Council* with the new title, *School Engagement Council.*

In some cases, other minor, non-substantive adjustments have been made, such as updating of outdated information and office, department, division, and position titles.

It is important to note that some of the policies and procedures attached to the minutes of your Committee's meeting require additional, more substantive revisions. In those cases, this work is underway and will be coming back to the Board for referral for consideration at a future meeting of the Board.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11, School Engagement Councils
Administrative Policy 4.07, Student Nutrition and Wellness
Administrative Procedure 6.23(3), Filling Principals Vacancies
Administrative Procedure 6.23 (4), Filling Assistant Principal Vacancies
Administrative Procedure 8.20, Uniforms and Student Dress Code
Administrative Procedure 9.12, Charter School Petitions and Proposals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the adjustments to the identified policies and procedures will be made.

Committee's Recommendation

Your Committee recommends that the Board approve the technical revisions to the following Administrative Policies and Procedures, as detailed in the attachments to the minutes of your Committee's meeting:

Policy 4.07, Student Nutrition and Wellness
Procedure 6.23(3), Filling Principal Vacancies
Procedure 6.24 (4), Filling Assistant Principal Vacancies
Procedure 8.20, Uniforms and Student Dress Code
Procedure 9.12, Charter School Petitions and Proposals

Adopted with the roll call vote to approve the balance of the Committee 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 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 August, the Milwaukee Board of School Directors was provided a preview of the district's Family and Community Engagement Framework. This framework includes six standards all schools must strive to meet in order to provide a standard of care across the district:

- Schools are welcoming and culturally relevant environments.
- Families have avenues to serve as leaders.
- Schools are connected to the community
- Family& Community Engagement In MPS

- Families have tools and knowledge needed to be active in their child's education
- Schools have tools and knowledge needed to build relationships with families and the community
- Families have opportunities to build peer networks.

To equitably assist schools in reaching these standard, the district's system of support was refined for the 2017-2018 school year to better prepare schools and respond to their needs around achieving all six standards of family and community engagement. To support this framework a multi-tiered system of supports has been created by the family and community engagement team, which comprises one specialist and seven associates. The tiered system of supports ensures that all schools receive a baseline of assistance, or Tier-one support. Then, based on identified or expressed need, schools may be provided Tier-two or -three support. Each tier is inclusive of the supports provided in the previous tiers.

To identify initial tiers, reflections and observations from the 2016-2017 school year were used. Points of consideration included knowledge and skills of the parent coordinators to support the framework standards at their assigned schools; buy-in from school staff to the value of family and community engagement; and level of compliance with requirements around family and community engagement.

In order to be most effective in this multi-tiered system of support, a tier review will take place three times annually:

1. Initial tiers are set in July, based on data and observations from previous school year.
2. Revised tiers will be set in November, based on strategies of the school-parent compact and observations from August through October.
3. Revised tiers will be set again in March, based on progress toward the school-parent compact's strategies and observations from December through February.

Members of the family and community engagement team are each assigned a portfolio of schools. This portfolio distributes schools based on amount of support needed so that team members are assigned the same number of expected hours of support, rather than the same number of schools, since Tier-three schools require more time than do Tier-one schools.

The types of support provided at each tier are.

Tier One:	School visits biweekly, Attend Title I Annual meeting, Coaching on SEC or FLO meeting, School Leader check-in 6x/year
Tier Two:	School visits 6x/year, Coaching on event coordination 3x/year, Support school-parent compact creation
Tier Three:	Playbook, Monthly PD Institutes, Site visit 3x/year, School Leader check-in 3x/year

New this year is a Parent Coordinator Playbook that provides an orientation and how-to guide of all the basic requirements of the parent coordinator's role.

In addition to strengthening school-based family and community engagement, the district continues to support the growth of the District Advisory Council (DAC). Updates on the DAC are also provided in this report.

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.

* * * * *

(Item 2) Report with Possible Action on the MPS C.A.R.E.S. (Community And Recreation Engaging Students) 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 October 2016, the district launched the MPS C.A.R.E.S. (Community and Recreation Engaging Students) initiative, which is designed to increase community outreach and engagement by providing safe spaces within MPS. This multi-pronged approach uses school facilities and recreational services to create safe spaces for youth, to involve students in youth-mobilization opportunities, and to engage the district's employees in serving the community through volunteerism.

This report provides an overview of year-one accomplishments of the following MPS C.A.R.E.S. components:

- Midnight League
- Twilight Centers
- Wellness Days

Partnerships

- Partnered with eight agencies and eight playgrounds locations to engage youth in the Summer Stars league component of the Twilight Program.
- Partnered with nine agencies to launch the Midnight Sports League in March of 2017.
- Partnered with 12 community health groups and 10 MPS Departments for MPS C.A.R.E.S. Wellness Days. Partners include Susan G. Komen, Froedtert & the Medical College of WI, Aurora Health Care, American Heart Association, and the American Lung Association.
- Partnered with MPS's Nutrition Services to provide healthful snacks during Twilight programming.
- Partnered with Milwaukee Police Department to provide a safe environment at the Midnight Sports League.

Outreach

- Opened three Twilight Centers — at North, South, and Washington — on October 31, 2016.
- Opened three additional Twilight Centers — at Obama, Madison, and Bay View — on February 19, 2017.
- Opened the seventh site, Pulaski High School Twilight Center, on June 19, 2017.
- Provide bus transportation home at North Division and Bay View High Schools.

Grants and Funding

- Received $29,000 in Community Advocates Grant to help purchase supplies for all Twilight Centers.
- Received a $30,000 Hunger Task Force Grant to purchase equipment at out-of-school-time meal locations.
- Received $10,000 from the City of Milwaukee to develop enrichment programming during the Midnight Sports League.

Enrichment

- Provided eight enrichment workshops at 4 Twilight Center sites for Summer Stars league participants, which served over 480 youth.
- Provide 12 enrichment programs during Twilight Center Hours. Programs include sessions by Muhibb Dyer, Khalil Coleman, and Tina Nixon. Additionally, participants will be introduced to cooking instruction, digital music production, Artist Working in Education programming, and an intramural sports program.
- Provide Midnight Sports League's participants with enrichment programming by America Works, Department of Employee Relations of the City of Milwaukee, and University of Wisconsin-Milwaukee.
- Offer to the community a core group of activities, including yoga, tai chi, tae kwon do, and zumba via Wellness Days.

Participation Numbers

- More than 87,500 recorded visits to the seven Twilight Centers.
- 2,550 registered participants ages 12-18 in the Twilight Program.
- 567 is the highest single-site attendance for Twilight Centers (South Division).
- 1,310 is the highest single-night attendance across all Twilight Centers.
- More than 500 community participants for monthly Wellness Days.
- More than 300 registered participants in the Midnight Sports League basketball program.
- Engaged 1,008 teens in the Summer Stars League, a summer component of the Twilight Program.
- A total of 48 teams participated in basketball league, including an all-time record of 16 girls' teams.
- 20 soccer teams competed in the league at South Stadium.

Employment Numbers

- Created 150 new part-time jobs to service the Twilight Centers and the Midnight League.
- 265 individual hires to support the C.A.R.E.S. since inception.
- Created 10 new part-time jobs through Wellness Days events.

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 Governance Policy 1.01, Vision and Mission

Fiscal Impact Statement

This item does not authorize 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 a Request to Approve the Instrumentality Charter School Contract with New School for Youth Empowerment

Background

On February 9, 2017, a charter school petition was submitted for New School for Youth Empowerment (NSYE). NSYE petitioned to create an instrumentality charter school serving approximately 200 students. The school originally proposed to offer enrollment for students in grades 9 through 12, beginning with the 2017-18 school year. NSYE is based on the premise that young people can and will become educated, active members of their communities by integrating their high-school learning experiences with meaningful participation in social justice and economic activities which benefit the students and the community.

On February 14, 2017, at the meeting of its Committee on Student Achievement and School Innovation, the Board gave public hearing regarding NSYE's instrumentality charter school petition.

On February 20, 2017, the Charter School Review Panel reviewed the petition and identified the educational concept outlined in the petition as a viable educational option for students.

On February 23, 2017, the Board took action to approve NSYE's instrumentality charter concept and directed the Administration, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations to develop a charter school contract beginning with the 2017-18 school year.

On May 4, 2017, the Board took action to approve a request to amend the proposed start date for NSYE from 2017-18 to 2018-19.

In September 2017, representatives from NSYE and the Administration, in consultation with the Office of Board Governance and the Office of the City Attorney, met to negotiate a contract for NSYE using the Board-approved instrumentality model contract. All modifications addressed in this item have been mutually agreed upon by all parties previously listed.

Contingent upon the Milwaukee Board of School Directors' approval, NSYE accepts the instrumentality charter contract, as attached to the minutes of your Committee's meeting, with the following modifications:

a. Daniel Velasquez shall be the person in charge of the charter school;
b. the name of the school is New School for Youth Empowerment;
c. the location of the school is to be determined;
d. performance criteria have been revised to reflect applicability and to reflect local performance measures;
e. identification has been made to specify the method by which annual audits of financial and programmatic operations will be performed;
f. identification has been made to specify the selection of disciplinary guidelines to be followed;
g. NSYE will serve up to a maximum of 100 full-time-equivalent (FTE) pupils in grades 9 and 10 during the 2018-19 school yea, and will ramp up to 150 FTE pupils in grades 9 through 11 during the 2019-20 school year and 200 FTE pupils in grades 9 through 12 during the 2020-21, 2021-22 and 2022-23 school years;
h. the term of the contract is five years, to start with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year; and
i. technical revisions have been made throughout the contract and revisions have been made to the Appendix A.

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 FY19 budget process. As a building has not been identified, the Administration notes that there are limited funds available for district classroom priorities. To preserve funds for classroom instructional support, the Administration is determined to identify a low-cost facility option.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective beginning with the 2018-19 school year. 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 instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meeting, to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year.

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

* * * * *

(Item 2) Action on a Request to Approve an Amendment to the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.

Background

Carmen High School of Science and Technology was established as a non-instrumentality charter school beginning with the 2007-2008 school year. Carmen High School of Science of Technology School, Inc., operates Carmen High School of Science and Technology, South, located at 1712 South 32nd Street; Carmen Middle/High School of Science and Technology, Northwest, located at 5496 North 72nd Street; and Carmen High School of Science and Technology, Southeast, located at 2500 West Oklahoma Avenue. Carmen Middle School of Science and Technology, Inc., South, is scheduled to open beginning with the 2018-2019 school year.

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. Carmen emphasizes a strong foundation in literacy and math, student proficiency in science and technology, character development, and life skills.

On October 6, 2017, the Department of Contracted School Services received written notification from Carmen's representatives requesting an update to their contract identifying the location for Carmen Middle School of Science and Technology, South, for the 2018-2019 school year.

The Administration recommends that the Board approve the revised Non-instrumentality Charter School Contract with Carmen High School of Science and Technology Inc., as attached to the minutes of your Committee's meeting, with the following modification:

a. the location of Carmen Middle School of Science and Technology, Inc., South, shall be 1236 South Layton Boulevard, Milwaukee, WI, 53215.

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, a copy of the amended Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amended Non-instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., 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 3) Report with Possible Action on the Transformation Network

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 Equity Problem of Practice: MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

The Transformation Network is an innovative and differentiated approach to using an equitable lens to allocate district resources, supports, and opportunities based on the needs of students and staff in the district's lowest-performing schools. The vision is to transform persistently low-performing schools into high-performing schools by implementing rigorous academic and behavioral interventions as well as focused support for school leaders and staff.

The Transformation Network is divided into eight zones. Schools within a zone are organized by grade level, the focus of each school's academic program, and the level of school support needed.

The system of support for schools comprises an Instructional Superintendent or Instructional Leadership Director, a Student Performance Coordinator, and an Innovation Coach. Zone teams are provided with training from the Center of Educational Leadership to establish common procedures and processes that ensure consistency in instructional leaders' beliefs.

Key components of the work are centered on the following best practices that support school improvement:

- Continuous Improvement;
- Educator Effectiveness (Cycles of Feedback);
- Culture of Learning;
- Professional Development;
- Leading Teams; and
- Managing Partnerships

Cycles of Feedback (Educator Effectiveness) is a proven leadership practice that impacts upon a school's improvement. The practice focuses on growth through providing continual and specific feedback based upon evidence collected through classroom observation. Effective use of the practice calls for collaboration between the observer and staff that is ongoing. Individual growth is dependent upon feedback: the implementation of cycles of feedback will grow and enhance the quality of instruction within classrooms, impacting upon the outcomes for students.

Shared vision and understanding support the necessary shifts in supporting school leaders to be instructional leaders in MPS.

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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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 Milwaukee Education Partnership (MEP) and to the MPS Head Start Policy Council.

* * * * *

(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 2017 included the following:

Academic Achievement

- Visited the Culinary Café at Vincent High School
- Attended the MPS Enrollment Fair
- Attended the Black and Latino Male Achievement Kick-Off at Pulaski High School
- Attended the Black and Latino Male Achievement Mentor Event at Washington High School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - John Ashley, Executive Director, Wisconsin Association of School Boards
  - Nicole Brookshire, Director, Milwaukee County Office of African American Affairs
  - Joaquin Altoro, Senior Vice President, Town Bank
  - Supervisor Taylor, Milwaukee County Board
  - Dr. Phillip Anderson, Cardinal Stritch University
  - Ashanti Hamilton, President, Milwaukee Common Council
  - Milwaukee Fire Department Chief Washington and Alderman Rainey
  - Deonte Lewis
  - Raisa Koltun
  - Kilby Wiliamson, GPS Education Partners
- Attended various district events, including:
  - Youth Apprenticeship Day at Bradley Tech
  - HBCU (Historically Black Colleges and Universities) Fair at Vincent High School
  - Mitchell Library's grand opening
  - Fire Prevention Week Kick-off at the Survive Alive House
- Attended a community event, the Hero's Haul Fire Truck Pull
- Attended the meeting of the Milwaukee Public Library's Building Development Committee
- Attended the Milwaukee Urban League's Conversation on Education
- Attended the Metropolitan Milwaukee Association of Commerce's all-member meeting
- Attended the MPS Contracted Schools' Fall Internship session
- Attended the Young Men's Summer Camp's meeting
- Attended the Fire Truck Park's meeting
- Attended the Milwaukee Area Project's meeting at Marquette

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance

— Dr. Darienne Driver and the MPS Senior Team

- Attended the Council of Great City Schools meeting, held this year in Cleveland, OH

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RESOLUTIONS

Resolution 1718R-009

By Directors Bonds and Harris

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.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

Resolution 1718R-010

By Director Bonds

WHEREAS, The mission of the Milwaukee Public Schools states, "MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, Wisconsin continues to see growth in the number of information technology related companies and jobs, with the demand for computing jobs in Wisconsin in 2017 being higher than that for any other occupation category; and

WHEREAS, Wisconsin continues to see a growth in technology companies, such as Epic and Foxconn, coming to Wisconsin, yet there continues to be a shortage in the workforce for technology related jobs including information technology, computer coding, healthcare, advanced manufacturing, and bioagriculture; 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, In June 2017, the Wisconsin State Superintendent adopted the *Wisconsin Standards for Computer Science*; and

WHEREAS, Each district, school, and program is charged with determining the means by which students will meet the *Wisconsin Standards for Computer Science*; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science program to be located at Barack Obama School of Career and Technical Education; and be it

FURTHER RESOLVED, That the new computer science program be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science program include specific emphasis on each of the five conceptual strands outlined in the *Wisconsin Standards for Computer Science*:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the program begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the new computer science program to the Board no later than the February 2018 Board cycle

Referred to the Committee on Student Achievement and School Innovation.

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The Board adjourned at 8:27 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 2017

A special meeting of the Board of School Directors was called to order by President Sain at 7:47 PM.

Present — Directors Báez, Falk, Harris, Miller, Philliips, Voss, Woodward, and President Sain — 8.
Absent and Excused — Director Bonds — 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, a special meeting of the Board of School Directors will be held at 7:30 p.m. on Monday, October 30, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and to take action on proposed amendments to the adopted 2017-18 (FY18) budget for School Operations, Construction, and Extension Funds.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on Proposed Amendments to the Adopted 2017-18 (FY18) Budget for School Operations, Construction, and Extension Funds.

The following amendments were considered, with responses to each presented by the Administration, as attached to the meeting's agenda.

(Amendment #1) Fund Raises for Employees Across All Bargaining Units Currently Earning $50,000 or Less Annually

Director Harris moved approval of the amendment as written, with the funding sources as recommended by the Administration:

The Board recessed at 8:11 PM.

The meeting was called back to order at 8:26 PM.

Director Harris withdrew his previous motion and, instead, moved to defer this amendment until the Board had heard the responses to all amendments on the agenda. The motion prevailed, the vote being as follows:

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

— — —

(Amendment #2) Reallocate $20 Per Pupil (Approximately $1.5 Million) from Contract Services to Schools

Director Falk moved adoption of amendment. The motion to adopt the motion prevailed, the vote being as follows:

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

— — —

(Amendment #3) *Reallocate Resources Designated for the OPEB Trust Equal to $1,238,000 to the Schools on a Per-Pupil Basis at Roughly $16.25 and to Freeze the Hiring of All New-to-Budget Central Office Positions and to All Non-Critical/Non-Cabinet-Level Positions for the FY18 Fiscal Year*

Director Harris moved to table the amendment.

Having been advised by the Board Clerk that this was an acceptable motion, Director Harris moved to accept the Administration's recommendations.

The form of the motion being unclear, Director Harris amended his motion to reallocate resources designated for the OPEB Trust equal to $1,238,000 to the schools on a per-pupil basis at roughly $16.25 and to freeze the hiring of all new-to-budget central office positions and to all non-critical/non-cabinet level positions for the FY18 fiscal year.

The motion failed of adoption, the vote being as follows.

Ayes — Director Harris — 1
Noes — Directors Báez, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 7.

— — —

(Amendment #4) *Reallocate Funds from Contract Services and Direct Them to Fund Tuition Assistance for up to 50 MPS Paraprofessionals, Not to Exceed $200,000, to Begin in January 2018*

Director Pillips moved to adopt the amendment. The motion to adopt the motion prevailed, the vote being as follows:

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

— — —

(Amendment #5) *Reallocate $2.14 Million from Contract Services to Fund the "Road to 15" Compensation Plan in the Amount of $654,000 and to Fund Base-Building Raises for All Employees Not Receiving a Salary Increase Under the "Road to 15" Compensation Plan.*

Director Falk moved to reallocate $2.14 million from contract services to fund the "Road to 15" compensation plan in the amount of $654,000 and to fund base-building raises for all employees not receiving a aalary increase under the "Road to 15" compensation plan. The motion prevailed, the vote being as follows:

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

— — —

(Amendment #1) *Fund Raises for Employees Across All Bargaining Units Currently Earning $50,000 or Less Annually*

The Board having previously deferred Amendment #1, to Fund Raises for Employees Across All Bargaining Units Currently Earning $50,000 or Less Annually, discussion on the amendment resumed.

Director Harris moved to accept the amendment with the Administration's recommendation.

Director Harris then moved to fund raises at the CPI index at 1.26% for all employees across all bargaining units currently earning $50,000 or less annually.

Director Báez moved a substitute amendment to provide a cost-of-living increase to all employees making less than $80,000.

The Board Clerk advised that Director Báez's intent would need to be presented as a separate amendment.

The Board recessed at 9:34 PM.

The meeting was called back to order at 9:59 PM.

The motion by Director Harris to fund raises at the CPI index of 1.26% for all employees across all bargaining units currently earning $50,000 or less annually being the motion on the floor, the roll was called. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Harris, Miller, Phillips, Voss, and Woodward — 6.
Noes — Directors Falk and Sain — 2.

* * * * *

(Item 2) Action on Proposed Amendments to the Adopted 2017-18 (FY18) Budget for School Operations, Construction, and Extension Funds

The body was advised by the Superintendent that the amendments passed thus far did not result in a balanced budget.

The Board recessed at 10:07 PM.

The meeting was called back to order at 10:28 PM.

Director Falk moved to change the amount of the cost-of-living adjustment to 0.4%.

Having been advised by the Board Clerk that all of the amendments had already been dispensed with, Director Falk moved to rescind the action taken on Budget Amendment #1. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Harris, Miller, Phillips, Voss, and Woodward, President Sain — 7.
Noes — Director Báez —1.

Director Falk moved to fund raises for employees across all bargaining units currently earning $50,000 or less annually at a cost-of-living increase of 0.4%

Ayes — Directors Falk, Harris, Miller, Phillips, Voss, and Woodward, President Sain — 7.
Noes — Director Báez — 1.

Resuming the discussion of Item 2, Director Miller moved to divide the question, in order to allow separate consideration of the Construction Fund from consideration of the School Operations and Extension Funds. The motion prevailed, the vote being as follows:

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

Director Falk moved to adopt the following resolution, relative to the Operations and Extension Funds:

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 $990,162,016 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 2018 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 $41,447,614 will be required for the operation of the Milwaukee Parental Choice Program; and that $206,732,194 will be required for the operations of the Milwaukee Public Schools and that a total of $248,209,808 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 2018, 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; and be it

FURTHER 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 $24,810,155 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2018 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 2018, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The Motion to adopt the resolution prevailed, the vote being as follows:

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

Director Woodard moved to adopt the following resolution, relative to the Construction Fund:

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $5,491,783 will be required for the 2018 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $3,904,580 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2018, said amount to be in addition to the money received from other miscellaneous sources.

The Motion to adopt the resolution prevailed, the vote being as follows:

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

The Board adjourned at 10:46 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 2017

Special meeting of the Board of School Directors called to order by President Sain at 5:34 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:

November 22, 2017

Office of Board Governance

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 from 5:30 p.m. to 6:30 p.m. on Thursday, November 30, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider the following item of business:

1. Report with Possible Action Regarding the Substitute Teacher Taskforce.

JACQUELINE M. MANN,
Ph.D. Board Clerk

Background

In September 2017, the Board took action regarding developing a Substitute Teacher Taskforce. The Taskforce was to include two representatives from the Administration, two representatives from the MTEA, a member of the Milwaukee Board of School Directors, a representative of the Office of Accountability and Efficiency, and two parent/community representatives. The Taskforce was assembled and met several times to discuss and construct options regarding the following topics as outlined in the Board's action:

1. providing substitute teachers to the classroom;
2. reviewing hard-to-fill positions; and
3. possible options for providing healthcare to substitute teachers.

The Taskforce consists of seven members:

- Director Paula Phillips, Chair
- Ronald Cox
- Christopher Hauser
- Michael Trueblood
- John Thielmann
- Alex Brower
- Peter Blewett
- Winifred Henry

The report of the Substitute Teacher Taskforce follows.

Report on the Substitute Teacher Taskforce

Background

The purpose of this report is to provide follow-up on the September 2017 board action that resulted in the adoption of Vice President Miller's motion to:

1. sunset the contract with Goodwill for substitute teachers, effective December 31, 2017, and
2. establish a taskforce to discuss and construct options to bring to the Board on the issues of:
   a. providing substitute teachers to the classroom, and
   b. possible options for providing healthcare to a group of substitute teachers.

The taskforce was to meet at least three times before the November meeting of the Board's Committee on Accountability, Finance, and Personnel, at which it was to present possible options for possible action. The Taskforce met on October 26, November 2, and November 7, 2017.

Problem of Practice

The number of vacancies exceeds the number of filled positions.

Fiscal Year	Absences	Need Sub	Filled	Unfilled	Sub Not Needed	% filled	% Unfilled
2015-2016	70,496	69,447	58,232	11,215	1,499	83.85	16.15
2016-2017	76,743	75,426	62,584	12,842	1,317	82.97	17.03

Currently, MPS has 696 substitute-teachers.

Compensation

Total payroll:

- 2015-2016 ..... $7,054,034
- 2016-2017 ..... $9,288,934

Current pay rates:

- $160.56 per day ($20.07/hr.)
- $182.93 per day ($22.87/hr.) for substitutes in the same assignments for more than 20 days
- $203.34 per day ($25.42/hr.) for special assignments, designated by the district in hard-to-fill areas

Collective Recommendations of the Taskforce

- Create a classroom instructional workforce pool;
- Fill teacher absences in hard-to-fill positions; and
- Create a teacher pipeline from the members of the workforce.
- Criteria:
  1. Create a classroom instructional workforce pool consisting of 50 employees.
  2. The workforce will be centrally assigned and placed in positions on a regular basis by the Regional Superintendents or designee.
  3. Employees in this pool must work at any assigned schools for the 175 student-contact days.
  4. Employees of the classroom instructional workforce pool must participate in a teacher-pipeline program and will be allowed to be employed in the pool for a maximum of three years.

Additional Committee Recommendations

1. Provide professional development for substitutes and determine the partners in this work, e.g., MPS, schools, MTEA.
2. Provide better onboarding for substitutes (orientation for substitute teachers has been offered three times).
3. Create a multi-year substitute to teacher-cohort program.
4. Provide substitute cohorts for regions.
5. Provide training for special education, STEM, bilingual, and other specialty substitutes.
6. Research data to determine critical times when substitutes are needed the most.
7. Research high-need categories of substitutes.

Benefits (only for the 50 classroom instructional workforce pool)

1. Health
2. Dental
3. Vision
4. Pension (WRS)
5. Voluntary 403B/457 plan participation

6. Four days of miscellaneous leave

Potential Applicants

1. Para-professionals with bachelor's degrees (incentive: pay increase. Current pay rate $16.25-$19.50)
2. Substitute teachers (incentive: benefits)

Support

Explore options to provide Praxis boot camp and requirement to be a licensed teacher in two years.

The Substitute Hiring Process

1. Positions are posted similarly to all other positions within MPS as vacancies occur.
2. Candidate packets are submitted.
3. Candidates who meet basic criteria are selected for interviews.
4. Candidates who are selected after the interview process are processed for employment, including criminal background checks and drug screening.
5. Candidates who pass this phase are offered positions and hired.
6. Candidates who accept the positions have their information entered into PeopleSoft. Talent Management staff then contact the individuals via letters to provide new hires their AESOP IDs and pin numbers.

Cost of providing Benefits

Depends on benefit-election of the employees of the classroom instructional workforce pool (estimated one million dollars).

* * * * *

The Board adjourned at 6:18 PM.

JACQUELINE M. MANN,Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 30, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:40 PM.

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

President Sain requested a moment of silence to commemorate the passing of three members of the MPS family.

- Jakeem Sims, a 12th-grade student at Golda Meir, who passed away on October 28, 2017;

- Aaron Clark, a retired assistant principal from Webster Middle School, who passed away on October 27, 2017; and

- Michael E. Frank, a retired school engineer from Hamilton High School, who passed away on November 15, 2017.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award

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:

Brett Fuller

Brett Fuller, health and physical education curriculum specialist for MPS, was honored at the Society of Health and Physical Educators (SHAPE) America's Celebration of Professional Excellence ceremony with its Channing Mann Physical Education Administrator of the Year Award. A skilled and passionate educator who is committed to the physical, emotional, and academic health of students, Fuller embodies the Channing Mann Award's criteria of leadership, service, advocacy, and contributions to the curriculum.

The award-winning administrator is responsible for curriculum, supervision, mentoring, assessment, and provision of professional services for health and physical education within MPS; his work supports 150 physical education specialists. After more than 20 years in education, Fuller's philosophy centers upon the ideal of teaching students to be healthy for a lifetime. He believes in improving health and physical education at the district level, within Wisconsin, and nationally.

Fuller was a key member of a collaborative effort to reduce teen pregnancy in Milwaukee by 65 percent since 2007. His work included revising and implementing MPS's human growth and development curriculum for grades K5 through 9. He led the implementation of the SPARK curriculum, in collaboration with Marquette University and the Medical College of Wisconsin, for all K-8 students in MPS, resulting in an increase of moderate to vigorous physical activity in physical education classes from an initial 37 percent to 59 percent of classroom time. The collaborative also created videos for classroom teachers about physical activity and nutrition. The creation of a K-12 standards-based report card also supports students' health by teaching students to be physically literate. Finally, more than 100 MPS schools are now Let's Move! Active Schools.

The Milwaukee Board of School Directors recognizes and honors Brett Fuller 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

(Item 1) Action on the Minutes of the October 2017 Special and Regular Meetings of the Milwaukee Board of School Directors

The minutes of the regular and special board meetings of October 26 and 30, 2017, were approved as printed.

* * * * *

(Item 2) Action on a Correction to the Approved Minutes of the Board's Regular Meeting of February 2017

Background

At its regular meeting on March 30, 2017, the Board approved the minutes of its regular meeting of February 23, 2017. In the draft of those minutes as provided to the Board, in regard to Item Four of the report of the Committee on Student Achievement and School Innovation, Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract with Carmen High School of Science and Technology South Campuses, it was erroneously recorded that the Board had approved a motion by then Director Tatiana Joseph to:

1. approve the recommendation to renew a five-year non-instrumentality charter school contract with Carmen High School of Science and Technology; and
2. authorize the Superintendent's designee, in consultation with the Office of the City Attorney, the Office of Board Governance, and representatives from Carmen High School of Science and Technology to negotiate and draft a renewed charter school contract to begin with the 2017-2018 school year and to end with the last regularly scheduled day of the 2022-2023 school year. All proposed contracts for MPS charter schools shall be brought to the Board for final approval and execution.

In fact, the motion by then Director Joseph, which the Board approved, was "to renew the non-instrumentality charter school contract with Carmen High School of Science and Technology South Campuses and that, when the contract is brought to the Board for consideration, a provision to provide separate school codes for each of the Carmen campuses be added to the recommendation."

At this time, the Board Clerk/Director, Office of Board Governance, is requesting that the Board approve a correction to the previously approved minutes of its regular meeting of February 23, 2017, to reflect its adoption of the motion actually made by then Director Joseph.

The excerpt from the minutes of February 2017, showing both the incorrect motion and the requested correction, has been provided under separate cover for the Board's reference. The incorrect motion is indicated by struck-through text, while the correct motion is underlined.

Recommendation

That the Board approve the correction to the previously approved minutes of its regular meeting of February 23, 2017, to reflect the Board's adoption of the motion made by then Director Joseph "to renew the non-instrumentality charter school contract with Carmen High School of Science and Technology South Campuses and that, when the contract is brought to the Board for consideration, a provision to provide separate school codes for each of the Carmen campuses be added to the recommendation."

The correction to the minutes of the Board's regular meeting of February 23, 2017, were approved by unanimous consent.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

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 eight strategic objectives:

- Close the GAP
- Educate the Whole Child
- Redefine the MPS Experience
- Improve Organizational Processes
- Re-envision Partnerships
- Strengthen Communication Systems & Outreach Strategies
- Develop Our Workforce
- Rethink High Schools

Meetings from late October through mid-November

(1) I attended the United Way's cabinet meeting and gave a Season of Caring report, highlighting the employer-volunteerism experience and future volunteer opportunities. The MPS Combined Giving Campaign is up to $211,335.05, and all of the envelopes are not even in yet (and donations are still rolling in online)!

(2) I held a conference call to finalize preparations for the Alliance for Excellent Education's webinar that I'll be presenting as one of the panelists to discuss "How Milwaukee Public Schools is Leveraging National Service to Improve Low-Performing Schools."

(3) At the invitation of Alderwoman Chantia Lewis, I visited Vincent High School and participated in a video shoot with the Alderwoman, our high-school students, the Milwaukee Bucks, and other community leaders, with an emphasis on the positive things that are happening in the 9th District, including our top MPS educational programs in that district.

(4) I toured the Journey House with its CEO, Dr. Michele Bria, and Board Chair, Gene Manzanet. After the tour, I attended the Professional Dimensions' Women Who Inspire luncheon, where Maureen O'Brien was the keynote speaker.

(5) I was at the University Club with the Gig Group, where I hosted an open conversation with Marianne Lubar, Vice President of Arts for the Wisconsin Academy Board of Directors, about the "Realities of Racism in Milwaukee," facilitated by Maurice Thomas, founder and Executive Director of Milwaukee Excellence Charter School. There was a great turnout, with thoughtful discussions that will hopefully lead to an intentional path forward.

(6) I was the keynote presenter at the United Way's 2017 Ready. Set. Work! Milwaukee Women's Job Seminar, where I spoke on the strength of women's leadership.

(7) I presented at the MENTOR Greater Milwaukee Funder's convening meeting with Mayor Tom Barrett and Milwaukee Bucks' President Peter Feigin as we discussed plans towards launching MENTOR Greater Milwaukee, a local affiliate of the National MENTOR Network. After the meeting, we gathered to debrief and discuss next steps.

(8) I attended the 15th Annual Foro Latino Forum, a special education family forum for families with children receiving special education services within MPS, at South Division High School. This was a great opportunity to connect with our families and also to bring them together for workshops, resources, and networking around special education issues and advocacy.

(9) I participated in a webinar panel discussion entitled Partnering for Success: How Milwaukee Public Schools Is Leveraging National Service to Improve Low-Performing Schools, with Meralis Hood, Jeff Jablow, and Kayla Stephan of City Year Milwaukee and Edie Turnball from College Possible Milwaukee. The webinar addressed how school districts can leverage national service like AmeriCorps to implement their plans for evidence-based school improvement under the Every Student Succeeds Act (ESSA). City Year and College Possible are two examples of effective school-improvement partners under ESSA.

(10) I also gave remarks at 53rd Street School for the NBA Math Hoops event — another great opportunity for our students, thanks to the support of our partners.

(11) I spoke at our Warm Up to Winter event at Doerfler School. This is our sixth year for this partnership with the Milwaukee Fire Department and MPS. By the end of the week, more than 3,000 brand-new winter coats will have been distributed to MPS students. Including this year, students at 50 schools will have received coats as part of this program.

Events/Programs/Announcements

Fusion Fest Showcases High-tech Physics Work

Bay View High School hosted industry professionals and representatives from prestigious institutions such as Illinois State University, MIT, Princeton University, University of Wisconsin–Madison, the Contemporary Physics Education Project, and General Atomics. Fusion Fest was held to allow attendees to interact with students who showcased their work about plasma, gamma radiation, X-rays, TV and radio, UV radiation, and fusion science.

Physics professors from MIT and Princeton made presentations on the topic of fusion. The Milwaukee Fire Department Hazmat team also performed outdoor demonstrations following the event. Bay View High School emphasizes an art, design, and engineering curriculum that prepares students for the rigors of college and the demands of highly technical career fields. Events like Fusion Fest expand students' scientific reach and help prepare them for high-demand careers. Immersive science experiences align with the MPS Eight Big Ideas strategy to promote student achievement.

Ukrainian Educators Visit Two MPS Schools

Two MPS schools hosted educators from Ukraine in October as part of a program to exchange thoughts and ideas about education. Washington High School of Information Technology received six Ukrainian visitors to observe a Milwaukee high school in action. The group also spent a day at Albert E. Kagel School to observe bilingual education in a southside neighborhood.

The exchange was made possible through the Open World program, an international exchange supported by the U.S. Congress. MPS student ambassadors, teachers, and principals embraced the opportunities for leadership, fellowship, and demonstration of culinary arts and bilingual programs. The interaction proved valuable for breaking down stereotypes, enhancing cultural understanding, and forging relationships.

Cultural exchanges align with MPS's Eight Big Ideas to promote student achievement. Open dialogues are beneficial for exploring ideas and sharing successes that ultimately lead to student success.

German Band Einshoch6 Performs at Milwaukee School of Languages

Students from 15 area schools visited Milwaukee School of Languages to experience a concert by the German band Einshoch6. The band, based in Munich, Germany, is touring the Midwest and Eastern U.S., including the Kennedy Center in Washington, DC, for a total of 18 concerts. The Milwaukee concert provided a unique opportunity for students enrolled in German-language courses to hear German music performed by native speakers.

Einshoch6 is known for its unique blend of hip-hop and classical music that is especially engaging for youth. The current tour, called German Hip Hop meets Classical, is a project of the Deutsche Welle, Germany's international broadcaster, to foster the study of German. The band's recent album includes an ode to "Deutschlehrerinnen" (German Teachers) and was created in cooperation with German teachers and learners around the world.

Washington Opens New Culinary Arts Lab

Washington High School celebrated the opening of its new culinary arts lab with a ribbon-cutting ceremony on November 16. Community partners, donors, and culinary-arts volunteers toured the new space and enjoyed gourmet refreshments prepared by students. About 60 guests and dignitaries attended the event.

The MPS culinary arts program is now in its second year. Using a national curriculum called ProStart that was developed by the National Restaurant Association Educational Foundation, students take part in atwo-year program that prepares them for careers and further education in the restaurant and hospitality sector. Across the country, culinary-arts jobs are in high demand.

The ProStart program has been implemented in four MPS schools: Bay View, James Madison Academic Campus, Vincent High School, and Washington. This year, 478 students are enrolled in the program.

Students participate in three classroom sessions and two labs every week. During labs, volunteer chef mentors from across the city work with students to fine-tune skills, answer questions about the industry, and help students develop a professional demeanor for future employment.

Thanks to generous donors and community support, the new culinary arts lab is equipped with commercial-grade equipment so students can learn and work on the same kinds of equipment that local chefs work with every day. Major donors include the Barbara Ann Stein Charitable Trust, Herb Kohl Philanthropies, Brewers Community Foundation, Aurora Health Care, Herd-Barber Charitable Fund, U.S. Bank, and Irgens. Jennifer and Joe Bartolotta of the Bartolotta Restaurant Group have played a major role in promoting the program and attracting chef mentors.

Awards/Recognition

College and Resource Fair Attracts Nearly 2,000 Students

The University of Wisconsin-Milwaukee's student union was flooded with middle- and high-school students from across MPS during the Fresh Coast Classic College and Resource Fair. Arriving on buses from their individual schools, students had the chance to gather materials and speak to representatives from dozens of public and private colleges, including several Historically Black College and Universities.

The event included workshop sessions on college and career readiness. High-school juniors received tours of the UWM campus. The day culminated in a session with remarks from Dr. Joan Prince, UWM's Vice Chancellor for the Division of Global Inclusion and Engagement, and Ruth Maegli, MPS Chief of the Office of Academics.

Six scholarships of $1,000 each were presented to MPS students who had applied through an MPS College and Career Center. Out of 61 entries, winners were:

- Ke'Von Hamilton, Golda Meir High School
- Dawt lang, South Division High School
- Cameron LeFlore, Rufus King International High School
- LaDae'meona McDowell, Hamilton High School
- Trinity Riley, Rufus King International High School
- Jaymes Warrior, Barack Obama SCTE

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(Item 2) Action on a Request to Adopt a Resolution to Support Fabrication Lab Grant Application

Background

The Milwaukee Public Schools support STEM (science, technology, engineering, and math) education and the integration of curricula so that students can leverage content knowledge, gain exposure to new technology, and make connections beyond the classroom. One such way to support STEM education and the integration of curricula is the use of fabrication laboratories, also known as "fab labs." Fab labs are creative spaces in which people can gather to learn about design and manufacturing technologies and design, create, or invent things in individual or collaborative projects. Fab labs provide access to materials, tools, and technologies that allow for hands-on exploration and participatory learning by both students and the wider community.

In an effort to develop a fab lab, Milwaukee Public Schools Administration requests that the Board adopt a resolution in support of the Fabrication Laboratory Grant Application to be submitted to Wisconsin Economic Development Corporation for fiscal year 2018. The resolution affirms that, if awarded the grant, the Milwaukee Public Schools commits to carry out the Fabrication Laboratory Grant at Bay View High School and Barack Obama School of Career and Technical Education.

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 Wisconsin Economic Development Corporation reimburses project sponsors for up to $25,000 in equipment costs in one fiscal year, with a 1:1 match requirement. In light of the 1:1 match requirement, the Milwaukee Public Schools has secured matching funds from other grant awards for Fab Lab equipment purchases.

Implementation and Assessment Plan

Upon approval by the Board, the resolution will be submitted with the grant application.

Recommendation

The Administration recommends that the Board adopt the following resolution supporting the Fab Lab grant application.

Resolution of Support:
Wisconsin Economic Development Corporation
Fabrication Laboratory Grant Application FY18

WHEREAS, Fabrication Laboratories, also known as "fab labs" are creative spaces where people can gather to learn about design and manufacturing technologies and design, create, or invent things in individual or collaborative projects; and

WHEREAS, Fab labs provide access to materials, tools, and technologies, to allow for hands-on exploration and participatory learning by both students and the wider community; and

WHEREAS, Fab labs have attracted increased attention from media, public, government, businesses, and academia, and are experiencing increased demand, where students, faculty and community can come together to do work and learn; and

WHEREAS, The Milwaukee Public Schools supports STEM education and the integration of curricula so that students can leverage content knowledge, gain exposure to new technology, and make connections beyond the classroom; and

WHEREAS, The Milwaukee Public Schools supports the Fabrication Laboratory Grant Application submitted to Wisconsin Economic Development Corporation for fiscal year 2018.

WHEREAS, The application is for fab lab development at Bay View High School and at Barack Obama School of Career and Technical Education; and

WHEREAS, The Milwaukee Public Schools is Wisconsin's largest, most diverse school district with 80% of its students economically disadvantaged, continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that the Wisconsin Economic Development Corporation reimburses project sponsors for up to $25,000 in equipment costs in one fiscal year, with a 1:1 match requirement. In light of the 1:1 match requirement, the Milwaukee Public Schools has secured matching funds from other grant awards for Fab lab equipment purchases; and

NOW, THEREFORE, BE IT RESOLVED, if the Milwaukee Public Schools is awarded funding by the Wisconsin Economic Development Corporation for the Fabrication Laboratory Grant Application FY18 the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with the Wisconsin Economic Development Corporation for the grant; and

BE IT FURTHER RESOLVED, the Milwaukee Public Schools agrees to comply with all applicable requirements as outlined in the Fabrication Laboratory Grant Application FY18 materials from the Wisconsin Economic Development Corporation.

Director Voss moved to adopt the resolution supporting the Fab Lab grant application. The motion to accept the reports prevailed, the vote being as follows:

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

Noes — 0.

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(Item 3) Action on Recommended Administrative Appointments

This item was withdrawn at the request of President Sain.

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

At the request of the Director, Office of Board Governance, the Board took up Item 3, below, prior to Items 1 and 2.

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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

At the federal level, the policy discussion has been dominated by potential changes to tax laws and the related impact on funding for public schools. At the state level, clarifying discussions continue regarding policy changes within the recently passed state budget.

* * * * *

(Item 2) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

Background

At is meeting on September 28, 2017, the Board had deferred action on the election of a delegate to the Wisconsin Association of School Boards (WASB).

The Office of Board Governance has received notice from the Wisconsin Association of School Boards of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB Region 14, the Milwaukee Board of School Directors elects its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly in January 2018. The current WASB delegate from Region 14 is Director Terrence Falk.

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 Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate's signed declaration that he or she will serve if elected.

Recommendation

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

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

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

Director Báez — 9.

Director Báez, having received the unanimous vote of the membership, was duly elected the Board's delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

* * * * *

(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

The Board Clerk requested 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.

Director Bonds moved 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.

The motion prevailed, the vote beings as follows:

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

The Board retired to executive session at 7:22 PM.

The Board adjourned from executive session at 8:57 PM.

* * * * *

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

School Resource Officer (SRO) Evaluation

1. Background

At its meeting on July 27, 2017, the Board directed the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) Program. The Board also directed that a preliminary report be brought back to the Board in December, with a final report in May 2018.

2. Update

The OAE has been working jointly with the Administration and the Milwaukee Police Department to engage an external evaluator. A request for proposal (RFP) was drafted and released using the District's standard evaluator-selection process used by the Office of Innovation and Information, Department of Research and Evaluation. The District received two responses, and a selection was made to begin the work of accomplishing the following goals, subsequent to contract execution:

- interviews and/or focus groups with program participants and stakeholders;
- literature review;
- gap analysis between current and best practice;
- gap analysis between required systems to support best practices and current systems;
- opportunity/risk/threat analysis of best practices in local SRO environment;
- return on investment and/or projected benefits of implementing best practices detailed;
- recommendations in the form of a plan to implement best practices considering benefits and effort; and
- final evaluation report and presentation.

* * * * *

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of November 1, 10, 13, 15, 16, 17, 20, and 27, 2017.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel:

  — Item #4, *Action on the Award of Exception-to-Bid Requests,* which had been forwarded to the Board without recommendation;

  — Item #10, *Action on a Request to Adopt a Resolution and Approve the Issuance of Qualified School Construction Bonds (QSCB) in an Amount Not to Exceed $34,933,000 and to Authorize the Approval and Execution of Documents and Certain Related Matters,* which was set aside at the request of the Administration.

- Report of the Committee on Strategic Planning and Budget:

  — Item #2, *Report with Possible Action on the Planning of 2018-19 Budget Parameters,* which was set aside at the request of Director Bonds.

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, and President Sain — 8.
Noes — Director Woodward — 1.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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

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 attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

Ethnic Code	Name	Position and Salary	Effective Date
		New Hires	
2	Laquita Allen	Building Service Helper I $11.47 per hour	09/25/2017
2	Johnny Brelove	Building Service Helper I $11.47 per hour	10/02/2017
2	Dyesha Bush	Building Service Helper I $11.47 per hour	10/09/2017
2	Shaletha Dickerson	Building Service Helper I $11.47 per hour	10/09/2017
2	Kion McKinley	Building Service Helper I $11.47 per hour	09/25/2017
2	Dominique Moss	Building Service Helper I $11.47 per hour	09/25/2017

Ethnic Code	Name	Position and Salary	Effective Date
2	James Stovall	Building Service Helper I $11.47 per hour	10/09/2017
2	Robert Davis	Central Kitchen Delivery Driver $20.01 per hour	10/12/2017
5	Lindsay Krueger	Children's Health Assistant $17,166.44	09/25/2017
4	Yesenia Torres Aguilar	Children's Health Assistant $17,166.44	10/16/2017
2	Jordan Brown	Food Service Assistant $11.14 per hour	09/25/2017
2	Roshounda Cleveland	Food Service Assistant $11.14 per hour	09/21/2017
2	Celia McGlothian	Food Service Assistant $11.14 per hour	09/25/2017
2	Marvin Hayes	Inventory Clerk — Technology $44,211.00	09/18/2017
4	Joshua Benishek	IT Service Technician $47,398.00	09/11/2017
2	Toney Fisher	IT Service Technician $47,398.00	09/05/2017
5	Beau Rick	IT Service Technician $47,398.00	09/11/2017
5	Nathan Beuttler	Para Ed Assistant $18,243.72	10/17/2017
2	Kristi Carlisle	Para Ed Assistant $18,243.72	09/27/2017
4	Samantha Casarez	Para Ed Assistant $18,243.72	10/02/2017
3	Jie Chen	Para Ed Assistant $18,243.72	10/02/2017
5	YaaJoy Engel	Para Ed Assistant $20,757.00	10/04/2017
5	Harold Eppley	Para Ed Assistant $18,243.72	10/02/2017
2	Deaduri Gales	Para Ed Assistant $18,243.72	09/26/2017
5	Monica Karpfinger	Para Ed Assistant $18,243.72	10/04/2017
5	Kyle Lara	Para Ed Assistant $20,757.00	10/09/2017
2	Maurice Madison	Para Ed Assistant $18,243.72	10/02/2017
4	Xavier Maldonado	Para Ed Assistant $18,243.72	10/16/2017
5	Hayley Paykel	Para Ed Assistant $18,243.72	10/16/2017
4	Mayra Perez	Para Ed Assistant $18,243.72	09/27/2017
5	Sylvia Schwarten	Para Ed Assistant $18,243.72	09/22/2017
5	Matthew Sherman	Para Ed Assistant $18,243.72	09/25/2017
5	Abigail Styczynski	Para Ed Assistant $18,243.72	09/25/2017
5	Christine Szabo	Para Ed Assistant $18,243.72	10/17/2017
5	Aaron Taylor	Para Ed Assistant $20,072.58	10/12/2017
5	Rebecca Tillman	Para Ed Assistant $18,243.72	10/02/2017

Ethnic Code	Name	Position and Salary	Effective Date
5	Jeanne Fonfara	School Nursing Associate $34,131.00	09/25/2017
2	Yvonne Weddle	School Nursing Associate $38,076.43	10/16/2017
2	Katrina Burnett	School Safety Assistant $22,393.11	09/25/2017
2	Quina Elzie	School Safety Assistant $22,393.11	09/25/2017
2	Trameika Sanders	School Safety Assistant $22,393.11	09/25/2017
2	Madeline Toliver	School Safety Assistant $22,393.11	09/25/2017
5	Roberto Zarate	School Safety Assistant $22,393.11	09/25/2017
2	Kiana Hunter	School Secretary I — 10-month $23,124.00	10/03/2017
4	Maricruz Martinez Chavez	School Secretary I — 12-month $28,960.00	10/09/2017
4	Maria de los Angeles Flores Garcia	Social Work Aide II $20,744.00	10/19/2017
4	Javier Garcia	Social Work Aide II $16,336.00	10/02/2017
		Promotions	
2	Terrence Leflore	Building Service Helper II $31,616.00	10/09/2017
2	Dennis Parker	Boiler Attendant Trainee $32,863.74	09/25/2017
4	Roberto Rodriguez	Boiler Attendant Trainee $32,863.74	09/25/2017
2	Veneus Roberson	Food Service Assistant — In Charge $13.91 per hour	10/09/2017
5	Pat Steiner	Para Ed Assistant $21,890.22	09/20/2017
2	Evelyn Calahan	School Safety Assistant $22,393.11	09/25/2017
2	Trumaine Ellis	School Safety Assistant $22,393.11	09/25/2017
2	Julius Ingram	School Safety Assistant $22,393.11	09/25/2017
2	Aaron Jordan	School Safety Assistant $22,393.11	09/25/2017
2	Aniece Leonard	School Safety Assistant $22,393.11	09/25/2017
4	Jenny Acevedo	School Secretary I — 12-month $31,925.00	09/25/2017
5	Craig Thomas	School Bookkeeper — 12-month $35,884.00	09/25/2017
2	Linda Davis	School Secretary II — 12-month $32,881.00	10/02/2017
		Rehires	
2	Jeffery Hayes	Building Service Helper I $11.47 per hour	09/25/2017
2	Laquanda Johnson	Building Service Helper I $11.47 per hour	10/09/2017
2	Jomo Smith	Building Service Helper I $11.83 per hour	10/06/2017
2	Lacey Willis	Building Service Helper I $11.47 per hour	10/02/2017
2	Jerrilynn Gainer	Children's Health Assistant $17,166.44	09/25/2017

Ethnic Code	Name	Position and Salary	Effective Date
2	Tawanda Goodman	Children's Health Assistant $17,166.44	10/04/2017
5	Mary Tovar	Children's Health Assistant $17,166.44	10/02/2017
2	Randell Ellington	Para Ed Assistant $20,067.00	09/27/2017
4	Jenny Gardana	Para Ed Assistant $20,061.36	09/22/2017
5	Barbara Hanson	Para Ed Assistant $19,298.40	09/25/2017
2	Felicia Ivory Adams	Para Ed Assistant $20,072.58	10/17/2017
4	Ana Ramierz	Para Ed Assistant $18,243.72	09/27/2017
5	Joyce Shayhorn	Para Ed Assistant $18,243.72	10/09/2017
2	Quentin Carter	School Safety Assistant $22,393.11	09/25/2017
4	Noemi Laboy	School Secretary I — 10-month $30,055.03	09/21/2017
4	Natalia Mendez	School Secretary I — 10-month $23,124.00	09/25/2017
5	Laura Dragolovich	School Secretary I — 12-month $31,304.00	09/25/2017

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
Teachers				
6,nr	Levine, Abigail SAGE	B	$41,311.00	9/25/2017
5,nr	Steinke, Anna Early Childhood — Spec Ed	B	$59,508.00	10/5/2017
5,nr	Wood, Katie Gen Elem & K8 — All Grades	B	$41,813.00	9/21/2017
5,nr	Zielke, Kaeleigh SAGE	B	$44,921.00	9/22/2017
Teachers — IB Calendar				
2,r	Blue, Tracie Multicategorical Comp Sen	B	$41,311.00	10/2/2017
2,nr	Green, Rae Gen Elem & K8 — All Grades	B	$59,508.00	10/2/2017
5,nr	Renner, Jonathan Gen Elem & K8 — All Grades	B	$53,335.00	10/2/2017
Permit Teacher — IB Calendar				
5,nr	Wahlgren, Katherine Special Ed Multicategorical	B	$46,926.00	9/25/2017
Permit Teacher				
2,nr	Daniels, Brandy Early Childhood — Spec Ed	B	$41,311.00	10/3/2017

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American..... 0
(2) African American..... 3

(3) Asian/Oriental/Pacific Islander..... 0
(4) Hispanic..... 0
(5) White..... 5
(6) Other..... 1
(7) Two or More Ethnic Codes 0
Males..... 1
Females..... 8

Action on Leaves of Absence

	Present Assignment	Effective From
Personal Leave, November 2017		
Jasmina Ruano	Forest Home	11/03/2017
Personal Leave, February 2018		
Maria Zuniga	Audubon	02/05/2018
Personal Leave, April 2018		
Arreall Janikowski	Roosevelt HS	04/02/2018
Illness Leave, September 2017		
Wanda Welch	Lancaster	09/20/2017
Illness Leave, October 2017		
Amy Scherff	Doerfler	10/04/2017
Lisa Marie Menefee	Currently on Leave	10/09/2017
Dorothy Hancock	Currently on Leave	10/2/2017
Kelly Lockwood	Currently on Leave	10/30/2017
Danielle Schuh	Douglas	10/17/2017
Aliya Lester	Obama S.C.T.E.	10/09/2017
Illness Leave, November 2017		
Colleen Wekwert	Westside Academy II	11/14/2017

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Classified Resignations						
Personal	34.8	2	Andria Barton	Teacher	Rogers St Acad	09/20/2017
Other Work	14.0	2	Tonya Bays	Teacher	Carson Academy	10/05/2017
Personal	17.0	5	Lisa Becker	Teacher	Morgandale	10/20/2017
Personal	1.1	5	Wendi Bazar Besasie	Teacher	Trowbridge	10/20/2017
Other Work	3.1	2	Darnell Bennett	Teacher	Metcalfe	10/12/2017
Personal	0.1	5	Lisa Bolton	Teacher	Goodrich	09/27/2017
Personal	0.1	5	McKenzie Brown	Teacher	Douglas	10/09/2017
Personal	9.2	5	William Crandall	Teacher	Obama SCTE	10/20/2017
Retire	20.0	5	Helene Daneau	Teacher	Townsend	12/22/2017
Personal	15.0	5	Amy Espinoza	Teacher	81st Street	08/30/2017
Personal	3.9	5	Julie Feuerstein	Teacher	Central Svcs	10/20/2017
Personal	4.0	5	Judithann Fischer	Teacher	Bradley Tech	09/15/2017
Personal	10.7	2	Kamaria Flowers	Teacher	Dr. King	08/27/2017
Other Work	0.8	5	Doug Gamauf	Teacher	Story	09/15/2017
Personal	17.0	5	Angela Gilson	Teacher	53rd Street	08/01/2017
Personal	0.9	5	Dawn Gonzalez	Teacher	Washington HS	08/29/2017
Personal	10.0	5	Ellen Grissom	Teacher	Parkside	09/01/2017
Other Work	20.1	2	Michael Harris	Principal	Riverside	10/13/2017
Personal	0.2	5	Jamie Kisela	Teacher	Auer Ave	10/10/2017
Other Work	1.6	5	Michael Koch	Teacher	Manitoba	09/01/2017
Personal	5.1	4	Luz Kuehn	Teacher	Doerfler	10/22/2017
Personal	3.0	5	Russell Kumbier	Teacher	Hamilton HS	09/11/2017
Personal	0.1	5	Christine Marko	Teacher	River Trail	10/13/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.1	5	Madeline Osborne	Teacher	Doerfler	09/19/2017
Personal	0.1	5	Leah Pauers	Teacher	Carson Academy	09/25/2017
Personal	0.1	5	Robert Payant	Teacher	LaFollette	10/09/2017
Personal	5.5	4	Kevin Rodriguez	Teacher	Mitchell	10/20/2017
Personal	16.1	5	Joanne Schilz	Teacher	Thurston Woods	10/13/2017
Retire	28.0	5	Eric Schwarzenberger	Teacher	Hampton	06/14/2018
Other Work	18.9	2	Craig Tate	Teacher	Rufus King MS	10/20/2017
Personal	11.0	5	Allison Taugher	Teacher	Longfellow	09/22/2017
Personal	0.1	5	Robert Taylor	Teacher	Lincoln MS	09/25/2017
Other Work	3.3	1	Jeffrey Wallack	Teacher	Bay View HS	10/27/2017
Personal	0.1	2	Raven Weems	Teacher	Carver Academy	09/19/2017
Personal	0.9	2	Nicole Williams	Teacher	Green Bay Ave	10/16/2017
			Classified Retirements			
Retire	21.1	5	Eugene Jones	Asst. Board Clerk	Central Svcs	10/03/2017
Retire	29.4	5	Gary Mehlberg	Supervisor	Repair Division	10/03/2017
Retire	32.2	5	Teddy Riggs	Engineer I	Victory	10/03/2017
Retire	34.4	5	Gerald Streng	Engineer I	Central Svcs	10/07/2017
Retire	32.0	5	Brian Wiegand	Supervisor	Technology	10/03/2017

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2017 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 of Principals, 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
(5)(r)	Sara Hmielewski	Principal II, Elementary Benjamin Franklin Office of the Chief of School Administration	Schedule 03, Range 13T $101,640
(5)(r)	Theresa Russell	Principal I, M/CW/K8 Burdick Office of the Chief of School Administration	Schedule 03, Range 14T $99,190
(5)(r)	Steven Krull	Principal II, Elementary Garland Office of the Chief of School Administration	Schedule 03, Range 13T $96,882
(2)(nr)	Charmina Gray	Head Start Health Coordinator I Office of the Chief of Academics	Schedule 03, Range 06A $72,072
(5)(r)	Allan Laird	Assistant Principal III, HS IB Alliance Office of the Chief of School Administration	Schedule 03, Range 12C $70,641
(2)(r)	Robin Pitts	Executive Assistant to the Superintendent Office of the Superintendent	Schedule 03, Range 04A $67,140

Codes	Name	Position and Location	Salary
(2)(r)	LaTisha Little	Coordinator II, Head Start Program Office of the Chief of Academics	Schedule 03, Range 07A $61,001
(5)(r)	Natalie Philippe	Program Supervisor I, Special Education Office of the Chief of Academics	Schedule 03, Range 09C $58,329
(5)(nr)	Alisha Swartout	Associate III, Procurement Office of the Chief of Operations	Schedule 03, Range 05A $51,682
(2)(r)	Matthew Goodwin	Recreation Associate II, Twilight Centers Office of the Chief of Operations	Schedule 03, Range 04A $47,969
(2)(nr)	Azie Bonds	Planning Assistant III Office of the Chief of Academics	Schedule 03, Range 02A $42,814
(2)(r)	Tytrice Qaasim	Administrative Assistant III, FMLA Office of the Chief of Human Resources	Schedule 03, Range 02A $42,814
(4)(r)	Ariel Gely	Management Intern Office of the Chief of Operations	Schedule XXX, Range 4R $32,967

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b):

Codes	Name	Position and Location	Salary/Dates
(5)(nr)	Eugene Jones	Assistant Board Clerk Office of Board Governance	$50.00/hr. 10/17/17 to 4/17/18
(5)(nr)	Roland Nuoffer, Jr	Adjunct Instructor Office of the Chief of Innovation & Information	$50.00/hr. 9/1/17 to 11/15/17
(5)(r)	Patricia Engbring	Administrator Coach & Mentor Office of the Chief of School Administration	$40.00/hr. 10/1/17 to 4/1/18
(5)(r)	Joan Crisostomo	Project AWARE Office of the Chief of Academics	$30.00/hr. 9/24/17 to 3/24/18
(5)(nr)	Michelle Duchow	Project AWARE Office of the Chief of Academics	$30.00/hr. 9/24/17 to 3/24/18
(5)(r)	Karen Green	PUMP CS Computer Sciences Coach Office of the Chief of Academics	$30.00/hr. 10/9/17 to 4/9/18
(2)(r)	Tyrone Miller	DJ Club Advisor, Music Department Office of the Chief of School Administration	$30.00/hr. 8/14/17 to 12/22/17
(5)(nr)	Roland Nuoffer Jr	Adjunct Instructor Office of the Chief of Innovation & Information	$30.00/hr. 9/1/17 to 11/15/17
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration	$30.00/hr. 8/17/17 to 2/17/18
(5)(r)	Wendy Wasserman	Induction Specialist Office of the Chief of Innovation & Information	$30.00/hr. 10/26/17 to 4/26/18
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant Office of the Chief of Academics	$30.00/hr. 9/1/17 to 2/28/18

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 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

Authorization to Make Purchases

RFB 5760 Authorization to Enter into a Blanket Agreement with MSOB Acquisitions, Inc., for Uniforms for Building Operations Staff

The Administration is requesting authorization to enter into a blanket agreement with MSOB Acquisitions, Inc., d/b/a Goldfish, Inc., ("Goldfish") to provide uniforms to Building Operations staff in the Department of Facilities and Maintenance.

This blanket agreement will be used to outfit the entire Building Operations staff on an annual basis by way of a mass order. Additionally, MPS anticipates ordering multiple items in varying sizes for new hires on a recurring basis.

This vendor was chosen pursuant to RFB 5760. Goldfish was the lowest-complying bidder.

This blanket agreement will run from December 1, 2017, through November 30, 2020. The total cost of the goods purchased will not exceed $360,000.

Budget Code: BLD-0-0-BOP-DW-EUNF (Building Operations — Uniforms).....$360,000

MSOB Acquisitions, Inc. d/b/a Goldfish

Prime Contractor Information

Certified HUB Vendor? ..... Yes
Total # of Employees 8
Total # of Minorities 4
Total # of Women 5

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

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			
Browning School	Milwaukee Bucks	$73,500.00	Browning Playground
Browning School	Johnson Controls	$75,000.00	Browning Playground
Total Monetary Donations Over $5,000		*$148,500.00*	
Monetary Donations			
Bay View HS	The Kula Foundation*	$5.86	Burgers for Better Schools (BFBS) Donation — General School Use
Bradley Trade & Tech	Clutch Corp.	$500.00	General School Supplies
Browning School	United Healthcare	$2,000.00	School Education Support
Cass Street School	Midwest Resources, Inc.	$2,500.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Clemens School	Northwest Side Community Development Corp.	$50.00	Open House Food
Congress School	LeadDog Marketing Group	$800.00	Kohl's Cares Field Trip Grant
Congress School	The Kula Foundation*	$0.77	BFBS Donation — General School Use
Craig Montessori School	Wisconsin Milk Marketing Board, Inc.	$800.00	Field Trips Class Supplies/Event
Curtin School	Royce P. Konkel	$50.00	Parent-involved Activities
Fairview School	Healthy Classroom Foundation	$1,600.00	Healthy Food
Fairview School	The Kula Foundation*	$18.04	BFBS Donation — General School Use
Fernwood School	The Kula Foundation	$24.15	BFBS Donation — General School Use
Forest Home Ave. School	Fidelity Information Services	$1,000.00	School Uniforms
Forest Home Ave. School	Fidelity Information Services	$1,000.00	PBIS Incentives
Forest Home Ave. School	Fidelity Information Services	$1,000.00	Staff Morale Boosters
French Imm. School	Anonymous	$5.00	5th-grade Trip Donation
Gaenslen School	The Kula Foundation*	$0.10	BFBS Donation — General School Use
German Imm. School	YourCause, LLC*	$8.00	General School Supplies
Greenfield School	Wells Fargo Matching Gifts Program	$200.92	General School Supplies
Hi-Mount School	United Healthcare Group	$1,000.00	General School Supplies
Keefe Ave. School	Mike Winghart*	$100.00	General School Supplies
Keefe Ave. School	St. Mark AME	$60.00	Three Uniforms for Students
King HS	Mr. Michael Dudor & Mrs. Tamie Dudor	$50.00	General School Supplies
King HS	Mr. Michael Carroll & Mrs. Pamela Carroll	$100.00	General School Supplies
King HS	Mr. James P. Meyers & Mrs. Mirta E. Meyers	$100.00	General School Supplies
King HS	Ms. Nola Morrell	$75.00	General School Supplies
Kluge School	Crossway Church	$500.00	General School Supplies
LaFollette School	Outsource America, Inc.	$1,000.00	Junior Achievement Field Trip
Longfellow School	Tiffany & John Davister	$100.00	E&Y Employee Donations
Longfellow School	Daniel Clark	$55.00	E&Y Employee Donations
Longfellow School	Allison Joffe	$50.00	E&Y Employee Donations
Longfellow School	James F. Somers	$300.00	E&Y Employee Donations
Longfellow School	Brian Heim	$60.00	E&Y Employee Donations
Longfellow School	Kimberley A. Donarski & Daniel G. Donarski	$75.00	E&Y Employee Donations
Longfellow School	Eric A. Sundquist	$60.00	E&Y Employee Donations
Longfellow School	Alyssa Beulen	$60.00	E&Y Employee Donations
Longfellow School	Benjamin J. Syvertson	$100.00	E&Y Employee Donations
Longfellow School	Ray & Erika Sawvell	$100.00	E&Y Employee Donations
Longfellow School	Jason M. Hugues & Sarah E. Hughes	$275.00	E&Y Employee Donations
Longfellow School	David W. Gay	$500.00	E&Y Employee Donations
Longfellow School	Brad & Heidi Bertler	$500.00	E&Y Employee Donations
Longfellow School	Julie A. Hahn	$100.00	E&Y Employee Donations
Longfellow School	David R. Lawlor	$204.92	E&Y Employee Donations
MacDowell Montessori	Nayla Lynk	$20.00	General School Supplies, Room 300
MacDowell Montessori	Jaeden Hall	$20.00	General School Supplies, Room 300
MacDowell Montessori	Jennifer Curtis-Polzer	$20.00	General School Supplies, Room 300
MacDowell Montessori	Roy Schuster, Jr.*	$300.00	Gift from Class of 1982
Milw. HS of the Arts	Zoological Society	$300.00	Performance at Dinner
Milw. School of Languages	Deutscher Sprach-und Schulverein (DSSV)	$2,000.00	General School Supplies — German Class

Location	Donor	Amount	Gift or Purpose
Milw. Sign Language School	Action for Healthy Kids	$325.00	Saputo Grant
Morgandale School	The Kula Foundation*	$8.15	BFBS Donation — General School Use
North Division HS	North Shore Educators Ins. Agency	$200.00	PBIS Program Activities Support
Obama School of Career and Technical Education	Lovejoy Controls Corporation	$3,000.00	Lovejoy Controls Clubs — Robotics
Rogers Street Academy	Wisconsin Milk Marketing Board, Inc.	$1,000.00	Fuel Up to Play 60 Program
Sherman School	The Kula Foundation	$0.75	BFBS Donation — General School Use
South Div. HS	Mrs. Marilyn Swiontek*	$3,000.00	Funds for FCCLA Activities
Spanish Imm. School	Cancer Society	$500.00	Mindfulness
Trowbridge School	Roberta Drews	$150.00	Madison Field Trip
Trowbridge School	Jolene Plautz	$30.00	Madison Field Trip
Trowbridge School	Sharon Cook	$100.00	Madison Field Trip
Trowbridge School	Kenneth Krei	$200.00	Madison Field Trip
Trowbridge School	Patricia Cadorin	$50.00	Madison Field Trip
Trowbridge School	James Villa	$100.00	Madison Field Trip
Trowbridge School	Dennis Cook	$100.00	Madison Field Trip
Trowbridge School	SJA Financial Advisory, LLC	$400.00	Madison Field Trip
Trowbridge School	Theresa Reagan	$100.00	Madison Field Trip
Trowbridge School	Paula Ann Lucey	$125.00	Madison Field Trip
Victory School	The Kula Foundation	$19.06	BFBS Donation — General School Use
Victory School	Annette Robertson	$45.00	Basketball Fees
Washington HS of I.T.	Thomas Genske	$100.00	Boys Basketball Team Expenses
Washington HS of I.T.	Ron & Georgia Glaser	$490.00	Boys Basketball Team Expenses
Washington HS of I.T.	Miller & Miller — James Miller	$500.00	Boys Basketball Team Expenses
Whittier School	Kohl's Department Stores, Inc.	$500.00	Equipment and Supplies
Wisconsin Conservatory	Foley & Lardner LLP	$1,167.54	Readers Program
Wisconsin Conservatory	*The Kula Foundation	$0.83	BFBS Donation — General School Use
	Total Monetary Donations	*$31,959.09*	
Non-Monetary Donations			
MacDowell Montessori	Donors Choose	$464.35	Donors Choose Knitting Supply
MacDowell Montessori	Donors Choose	$111.93	Donors Choose Batteries
MacDowell Montessori	Donors Choose	$307.51	Donors Choose Jerseys
MacDowell Montessori	Donors Choose	$723.66	Donors Choose Calculators
MacDowell Montessori	Donors Choose	$611.29	Donors Choose Sound Equipment
MacDowell Montessori	Donors Choose	$723.66	Donors Choose Calculators
MacDowell Montessori	Donors Choose	$471.32	Donors Choose Speech Supplies
MacDowell Montessori	Donors Choose	$500.96	Donors Choose Special Needs
MacDowell Montessori	Jennifer Cathers-Wilson	$30.00	Pet Supplies, Room 300
MacDowell Montessori	Donors Choose	$699.60	Donors Choose Yoga Mats
MacDowell Montessori	Donors Choose	$318.19	Donors Choose Speech Supplies
Allen-Field School	Donors Choose	$946.45	Library Space, 3rd-Grade Room 212
Congress School	Linda's Kids, Inc.	$15.00	Clothes
French Imm. School	Anonymous	$10.00	Jump ropes
French Imm. School	Torrey Lauer & Michael Pickett	$200.00	Backpacks & School Supplies
Meir School	Donors Choose	$1,181.86	Donors Choose Classroom Supplies
Meir School	Donors Choose	$727.52	Donors Choose Subscription
Meir School	Donors Choose	$453.84	Donors Choose Books & Rug
Meir School	Donors Choose	$272.05	Donors Choose Music Supplies
Meir School	Donors Choose	$250.10	Donors Choose Grammar Supplies
Meir School	Donors Choose	$386.62	Donors Choose Posters Area Rug
Hamilton HS	Donors Choose	$540.65	Swim Fins
Hartford University School	William Blair & Company, LLC	$499.00	Furniture
Hawthorne School	Donors Choose	$598.00	Speech Therapy Materials

Location	Donor	Amount	Gift or Purpose
Keefe Ave. School	Donors Choose	$249.38	Donors Choose Classroom Supplies
Keefe Ave. School	Donors Choose	$61.73	Batteries
Keefe Ave. School	Donors Choose	$323.88	Scholastic News
Keefe Ave. School	Donors Choose	$213.44	Donors Choose Classroom Supplies
Kluge School	Donors Choose	$105.26	Makanu Ukulele Gig Bag/Strings
Kluge School	Donors Choose	$781.08	Mv40 Soprano Ukuleles
Kluge School	Donors Choose	$175.65	Dry Erase Lapboards/Erasers/Markers
James Groppi HS	Donors Choose	$742.51	Water, Food & Hygiene for Students
James Groppi HS	Donors Choose	$610.01	Non-perishable Food
Maple Tree School	West Granville Presbyterian Church	$638.24	School Supply Drive
Marshall HS	Linda's Kids, Inc.	$35.00	Books
North Division HS	Donors Choose	$569.19	Art Silk Screening Supplies
North Division HS	Donors Choose	$367.02	Art Drying Racks
North Division HS	Donors Choose	$505.84	Mindfulness Resources
Pierce School	Donors Choose	$470.34	Donors Choose Music Supplies
Pierce School	Society of St. Vincent de Paul	$1,100.00	Donors Choose Classroom Supplies
Pierce School	Donors Choose	$500.72	General School Supplies
King HS	Mary Radspinner	$300.00	Sheet Music
Riverside HS	Donors Choose	$247.91	Fan, Sharpener, Kleenex and Wipes
Riverside HS	Donors Choose	$562.67	Books for English 11
Riverside HS	Donors Choose	$441.88	Document Camera for English
River Trail School	Donors Choose	$1,117.47	Support for River Trail
River Trail School	Donors Choose	$1,101.98	Materials to Support Classroom
River Trail School	Donors Choose	$197.20	Support for River Trail School
River Trail School	Donors Choose	$168.50	Support for River Trail School
River Trail School	Donors Choose	$704.15	Materials to Support Classroom
River Trail School	Donors Choose	$1,112.01	Support for River Trail School
Roosevelt Middle School	Donors Choose	$191.64	Fan, Hanging Folders, and Dividers
Milw. Sign Language School	Donors Choose	$485.59	Anti-Bullying Supplies
Marvin Pratt	Johnson Controls	$200.00	New HP Printer
Thurston Woods	Donors Choose	$319.45	Kids Kore Wobble Chairs
Thurston Woods	Donors Choose	$279.96	Wobble Chairs-Donors Choose
	Total Value of Donations for November	$206,382.35	
	Total Non-Monetary Donations	*$25,923.26*	
	**Donations from MPS Alumni*	*$3,441.75*	

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 Committee reports.

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Requests

Exception Authorization to Extend 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 professional development for teachers and administrator professionals, as well as enhancement of students' characters and academic skills.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

The original contract provided for two one-year options to extend if certain performance metrics were met. MEP has met the performance metrics codified in the contract; therefore, MPS is exercising the second option-year for the contract.

The second contract extension will run from December 1, 2017, through June 30, 2018. The total cost of the contract in this extension year will not exceed $75,000.

Budget Code: SDV-0-0-CTG-DW-EIDU (Membership/Dues — Individual Staff Development).....$75,000

Milwaukee Education Partnership, 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 contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

Director Miller moved to refer this item back to the Committee on Accountability, Finance, and Personnel for further consideration at its December 2017 meeting.

The motion prevailed, the vote beings as follows:

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

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Material Purchase and Professional Services Contract Committee's Recommendation

Background

Recommended for the Board's approval at this meeting are:

- Material Purchase Requested for Approval:
  - — A.O. Smith Corporation/Aquasana, Inc., for water filter assemblies for various MPS sites; Code FAR 00 ECC DW ECNC8 ..... $ 513,358.00
- Professional Services Contract Requested for Approval:
  - — Foundation Architects, LLCm for design services for remodeling at Pulaski High School; Code FAR 00 RDP PK ECNC ..... $ 68,825.00.

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:

- Total Material Purchase Requested ..... $ 513,358.00
- Total Professional Services Contracts Requested ..... $ 68,825.00

Implementation and Assessment Plan

Upon approval by the Board, materials will be purchased and contracts implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize the material purchase and the professional services contract as described above and 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 6) Action on Resolution 1718R-007 by Director Bonds Regarding a District-Wide Assessment of Substitute Teachers

Background

At its regular meeting in September 2017, the Board referred Resolution 1718R-007 to its Committee on Accountability, Finance, and Personnel.

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, "Wherever students are learning is the most important place in the district" and "Educators and school staffs have high expectations for all students and provide the foundation for their academic success" as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, "The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions"; and

WHEREAS, The Milwaukee Public Schools, like many other urban school districts, has experienced increased difficult in attracting and retaining highly-qualified personnel for certain hard-to-fill positions, (e.g., bilingual teachers, Montessori-trained staff, tech ed staff, certified math and science teachers); and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting with an outside agency to augment existing efforts to recruit hard-to-fill positions; and

WHEREAS, The district's current contract to assist in recruiting for hard-to-fill positions is set to expire on December 31, 2017; and

WHEREAS, It is necessary for the district to find a long-term, sustainable solution to the difficulty in recruiting and retaining qualified substitute teachers, now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of substitute teachers; and be it

FURTHER RESOLVED, that the analysis include:

- trends in MPS teacher absenteeism, disaggregated by demographics, school, subject area, years of services, etc.;
- analysis of the recruitment and hiring processes for MPS substitute teachers;
- analysis of the dispatching process for substitute teachers in MPS schools;
- analysis of the current MPS substitute teacher pool, disaggregated by demographics, years of service, numbers of hours worked, etc.;
- analysis of assignment fill rates, disaggregated by school, subject area, etc.;
- comparison of current fill rates to fill rates prior to February 1, 2016; and
- analysis of best practices in substitute teacher recruitment, retention, and dispatching in comparable school districts; and be it

FURTHER RESOLVED, that a report detailing the findings of the analysis be provided to the no later than the November 2017 Board cycle.

The Office of Accountability and Efficiency agrees with the intent of the resolution and is recommending its adoption, with the only adjustment being that the findings of the analysis be provided no later than the March 2018 Board cycle.

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 approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide assessment of substitute teachers.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-007 by Director Bonds, with the last resolved amended as below:

FURTHER RESOLVED, That a report detailing the findings of the analysis be provided to the no later than the ~~November 2017~~ March 2018 Board cycle.

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

* * * * *

(Item 7) Action on a Request to Rename Trowbridge Street School of Discovery and Technology to Trowbridge Street School of Great Lakes Studies

Background

Trowbridge Street School of Discovery is a traditional elementary school which serves students in kindergarten through eighth grade. The school is situated just 2.5 blocks from Lake Michigan — the MPS

school closest to this educational and environmental resource. The Trowbridge school community has worked together to add to and to enhance the curricular focus to one of Great Lakes Studies.

On October 30, 2007, the Milwaukee Board of School Directors formally approved the extension of the school's technology-and-discovery curriculum to include the Great Lakes studies curriculum.

On October 20, 2017, Principal Tom Matthews submitted a letter to the Superintendent requesting that the school be renamed Trowbridge Street School of Great Lakes Studies to make the school's curriculum more recognizable. The schools administration surveyed parents, students, and staff in regard to this proposed name-change with the option of Great Lakes versus Fresh Water Studies. The majority of the school's stakeholders chose Trowbridge Street School of Great Lakes Studies.

Trowbridge also meets the criteria set forth in Administrative Policy 5.01, Facilities, which includes a section (6) on the naming of school facilities:

> b. 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 through the local governance structure of the school and bringing proposed name-changes to the Board for approval.

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

This item does not authorize expenditures. Any costs associated with the name-change will be absorbed in the school's FY18 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 Trowbridge Street School of Discovery and Technology to Trowbridge Street School of Great Lakes Studies.

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

* * * * *

(Item 8) Report with Possible Action on FY17 & FY18 Grant Development 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.

Administration's Report

1. The table below details comparisons of the FY16 and FY17 funding requested from and funded by federal, state, and private sources.

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
FY16	1st	22	13	0	9	$17,926,469	$14,603,914
	2nd	25	13	0	12	$3,442,945	$3,312,920
	3rd	12	8	0	4	$12,387,534	$12,181,526
	4th	29	22	0	7	$18,844,245	$4,831,603
					Year to Date:	$52,601,193	$34,929,963
FY17	1st	34	22	0	12	$6,260,514	$4,622,317
	2nd	76	59	0	17	$1,702,882	$1,371,585
	3rd	24	20	1	3	$19,256,371	$19,162,445
	4th	37	20	13	4	$46,484,887	$12,289,990
					Year to Date:	$73,704,654	$37,446,337

2. The table below details the FY18 funding requested from federal, state, and private sources in the first quarter.

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
FY18	1st	34	7	27	0	$27,284,221	$34,200

3. The Administration places emphasis on supporting school-led grant applications to meet the special-project and programming needs of schools. In FY17, 200 school-based grant applications were submitted, with 161 awards for a total of $905,341 to-date.

4. The Administration also focuses largely on increasing state and federal funding awards to support innovative and impactful programs across the district. As an example, MPS recently received a grant award from the Wisconsin Department of Workforce Development to increase youth-apprenticeship enrollment to 250 students. In the previous year, this grant supported youth apprenticeships for 44 students.

5. The Administration continues to value and facilitate numerous partnership grants in which external organizations are the fiscal agents. Through the first quarter of FY18, MPS supported 18 partnership grant applications.

6. The Administration offers tiered levels of grant-writing professional development to meet the needs and interest levels of MPS personnel. Grant-development staff facilitate a nine-week, graduate-level advanced grant writing course each fall, which currently has ten voluntary participants. In addition, the first bi-monthly, two-hour Basics of Grant Writing Workshop is scheduled for November 9, 2017.

7. In FY17, the District applied for $73.7 million through 171 grant applications, with a total of $37.4 million having been awarded to date, and 14 applications still pending.

8. In FY18, the District applied for a total of $27.3 million through 34 competitive grants during the first quarter. Total grant awards and sub-awards received by the District from these applications total $34,200 to-date, with 27 applications still pending.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 9) Action on Adoption of a Resolution to Carry Over MPS's 2010 Qualified School Construction Bond (QSCB) Allocation

Background

In March 2010, the Department of the Treasury, pursuant to the American Recovery and Reinvestment Act, allocated to MPS, as a Large Local Educational Agency, $72,933,000 of Qualified School Construction Bond (QSCB) borrowing authority. The allocation is effective for QSCBs issued after March 17, 2010.

Beginning in December 2010 and annually thereafter, the Board has documented its desire to carry forward this authority to the subsequent year by approving a resolution to do so.

$38,000,000 was used in June 2015 for bonds pursuant to this allocation; therefore, the remaining $34,933,000 of the 2010 allocation that is not issued by December 31, 2017, should be carried forward to calendar year 2018.

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 does not authorize expenditures.

Implementation and Assessment Plan

It is the understanding of MPS and its bond counsel that the legislation authorizing the 2010 Qualified School Construction Bond allocation to MPS does not identify an expiration of the authority to use the 2010 allocation. Nevertheless, it is considered favorable for future purposes to document by adoption of a resolution the Board's intent and desire to carry forward any unused QSCB borrowing authority.

The Board's approval of this item and the resolution within it will document the Board's intent to preserve and carry forward any unissued portion, as of December 31, 2017, of the $34,933,000 of Qualified School Construction Bond (QSCB) borrowing authority that was awarded to Milwaukee Public Schools in 2010 by the U.S. Department of the Treasury pursuant to the American Recovery and Reinvestment Act.

Committee's Recommendation

Your Committee recommends that the Board adopt the following Resolution and approve the carryover of any unissued portion, as of December 31, 2017, of the $34,933,000 of 2010 Large Local Education Agency Qualified School Construction Bonds borrowing authority awarded Milwaukee Public Schools pursuant to Internal Revenue Service Notice 2010-17.

Whereas, the Internal Revenue Service Notice 2010-17 allocated $72,933,000 of Qualified School Construction Bond (QSCB) volume cap (2010 allocation) to Milwaukee Public Schools (MPS) as a Large Local Education Agency. Such amount is allocated to MPS pursuant to Section 54F(d)(2) of the Internal Revenue Code (Code) relating to QSCBs; and

Whereas, 54F(e)(2) of the Code relating to QSCBs permits the carryover of amounts allocated pursuant to section (d)(2); and

Whereas, MPS has used $38,000,000 of the 2010 allocation; and

Whereas, MPS may issue up to $34,933,000 before December 31, 2017; and desires to carry over the remaining allocation to 2018; now, therefore, be it

Resolved by the Milwaukee Board of School Directors that it hereby carries over to 2018 any unissued portion, as of December 31, 2017, of the $34,933,000 of 2010 Large Local Education Agency Qualified School Construction Bonds borrowing authority awarded Milwaukee Public Schools pursuant to Internal Revenue Service Notice 2010-17 and authorizes the Administration to make such additional findings and take such additional actions, including but not limited to the filing of forms with the IRS, as may be considered necessary or advisable to effectuate the purposes of this resolution.

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

* * * * *

(Item 10) Action on a Request to Adopt a Resolution and Approve the Issuance of Qualified School Construction Bonds (QSCB) in an amount not to exceed $34,933,000 and to Authorize the Approval and Execution of Documents and Certain Related Matters

Background

In March 2010, the Department of the Treasury, pursuant to the American Recovery and Reinvestment Act, allocated to MPS, as a Large Local Educational Agency, $72,933,000 of Qualified School Construction Bond (QSCB) borrowing authority. The allocation is effective for QSCBs issued after March 17, 2010. Beginning in December 2010 and annually thereafter, the Board documented its desire to carry forward this authority to the subsequent year by approving a Board Resolution to do so.

$38,000,000 was used in June 2015 for bonds pursuant to this allocation, leaving available $34,933,000 of borrowing authority from the 2010 Allocation.

Proposed federal tax plan changes would repeal the rules related to tax credit bonds, such as QSCBs, effective January 1, 2018; however, holders and issuers of bonds issued before January 1, 2018, would continue receiving tax credits and payments for tax credit bonds. At the QSCB tax-credit rate effective November 9, 2017, this amounts to a potential lost interest subsidy of approximately $1.4 million annually, before sequestration reductions.

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

Issuing QSCBs before January 1, 2018 will allow the Board to borrow up to $34,933,000 to fund construction projects with little or no interest cost to the district. The maximum maturity of the bonds will be 33 years. The term of the payback will be determined based on the Internal Revenue Service's rules in effect on the date of issuance.

This item authorizes expenditures. Bond issuance costs in an amount not to exceed 2%, or $698,660, will be funded from the bond proceeds and charged to account FAR-0-0-MMS-DW-EACL, debt administrative costs. Estimated annual administrative cost of $2,100 over the term of the debt will be charged to account ODB-0-0-DBT-DW-EACL.

Implementation and Assessment Plan

Adoption of the Resolution, as attached to the minutes of your Committee's meeting, for the issuance of redevelopment lease revenue bonds by the Redevelopment Authority of the City of Milwaukee (RACM) as QSCBs in an amount not to exceed $34,933,000 and matters related thereto for Milwaukee Public Schools will provide MPS with funding for QSCB projects that includes addressing deferred maintenance needs. A list of proposed projects is attached to the minutes of your Committee's meeting.

If approved, the Administration will work with the City and the Financing Team (Piper Jaffray, Katten Muchin Rosenman LLP, Hurtado Zimmerman SC, and Public Financial Management) to issue bonds prior to January 1, 2018, to maintain the tax credit payment rules currently in effect for QSCBs.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution, as attached to the minutes of your Committee's meeting, relative to the issuance of Qualified School Construction Bonds (QSCB) in an amount not to exceed $34,933,000 and authorize the approval and execution of documents and certain related matters.

At the request of the Board's legal counsel, the Administration has submitted a revised resolution subsequently to your Committee's meeting. The revised resolution has been provided under separate cover.

Director Bonds moved to adopt the revised resolution to authorize the issuance of redevelopment lease revenue bonds by the Redevelopment Authority of the City of Milwaukee (RACM) as QSCBs in an amount not to exceed $34,933,000 and matters related thereto for Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

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

* * * * *

(Item 11) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Contract with U.S. Bank National Association for Enterprise Banking Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with U.S. Bank National Association to perform the banking services of the District.

In accordance with 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services; instead, these services will be obtained pursuant to Wisconsin State Contract 505ENT-M08-ENTBANKING-01, which resulted from a competitive selection process by the State of Wisconsin. Given the significant start-up costs and new processes and procedures inherent in a banking relationship, the contract will run for a five-and-a-half year term; from March 25, 2018, to June 30, 2023.

The total cost of the contract will not exceed $20,600 annually. This expenditure will be offset by interest earnings and earning credits on the average daily balances on deposit with the bank. The combination of the earnings credits and interest earnings, offset against the cost of banking services, will result in the lowest net cost of services to the District.

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

FSC-0-0-BSF-DW-EDDU (Contract — Board Funding) = $113,300

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 your Committee's meeting.

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

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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 Implementation of the MPS Equity Policy

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 August 31, 2017, the Milwaukee Board of School Directors unanimously passed an Equity Policy which had been created by the MPS Equity Commission in response to Resolution 1617R-006 by Directors Bonds and Harris. Since the adoption of the policy, the Equity Commission met on September 14, 2017, to review the policy and to identify equitable actions that were already underway, as well as areas in which support can be developed to provide guidance on ways for our organization to realize the policy points. Next steps include calling groups together around the policy points while working closely with the district's Strategic Plan Manager to coordinate the work groups' meetings. The work groups will flesh out the guidance to make the procedure points practical. These teams will include all stakeholders in the process.

This update includes highlights of current equity work underway. Equity work has been prioritized as the first line of effort on the district's Strategic Plan. A major part of implementing our equity policy successfully is educating our organization on what *equity* means. Current education efforts include establishing our first cohort of Culturally-Responsive Teacher Fellows; collaborating with Violence Prevention and Project AWARE to develop restorative practices training for school administrators; launching the Education, Equity & Empowerment Speaker Series; and facilitating culturally-responsive strategies at New Educators Institute and Customer Service Level III Training.

In addition to education efforts, our equity work has been aligned with the Department of Black and Latino Male Achievement, the Panasonic LAP work group, and the Office of Human Resources to create the district's required DPI Equitable Teacher Distribution Plan. We have started 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. Faculties has also completed a preliminary inventory to address gender-inclusive restroom access. This work will be connected to the long-range facility planning project.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on the Milwaukee Outdoor Recreation Facilities Master 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

In 2014, the district retained a consultant to conduct a review of its existing outdoor recreational facilities and to provide a roadmap for improvements to the playfields that will span a ten-year timeframe. The result was the Milwaukee Outdoor Recreation Facilities Master Plan (Master Plan). The purpose of the planned projects is to address the community's current and future recreational needs by upgrading 52 playfields and fieldhouses maintained by the Department of Recreation and Community Services. These efforts will assure the highest level of service and safe utilization to users.

The report attached to the minutes of your Committee's meeting provides an update of the Master Plan's projects.

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 1.01, Vision and Mission

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) 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

The 53206 Initiative, which was launched in late spring 2017, was initially developed as a means to address challenges facing students and families attending schools within the 53206 ZIP code. Over the summer, relational meetings further established common ground and understanding between MPS and key partners in 53206.

In August, MPS became aware of a large-scale, highly competitive Department of Education grant opportunity. Work immediately began on an application to support the initial thinking behind the 53206 Initiative and partners were asked to collaboratively work through the grant requirements.

As a result, at present, there are several strands of the 53206 Initiative, all interdependent and focused on maintaining the momentum of the work in 53206.

In collaboration with MPS and multiple community partners, the Dominican Center applied for the grant funding for the "53206 Promise Partnership," a several-million-dollar, highly competitive federal grant that is expected to be awarded in February 2018. The grant proposal is focused on establishing a pipeline of coordinated services, filling gaps, and making connections across programs, public schools, health care, and advocacy efforts. Supporting public schools as anchors in the community through the community schools model is a key design principle of the proposal. Per the proposal, the significant, long-term outcome is the development of a system of collaboration that ensures a continuum of services are accessible, accountable, and driven by resident leadership.

As a result of the initial grant-application process, MPS has moved forward in further developing the relationship with the Dominican Center and key stakeholders. The Dominican Center is serving as the lead agency for work in 53206, with LaNelle Ramey being the project manager within MPS. These two entities have begun work on an outline for a 53206 Advisory Group, which — regardless of the grant decision — will work with multiple stakeholders to align programming within the 53206 ZIP code in service of families.

Throughout the last several months, a cohort of 53206 principals has met monthly to increase collaboration across 53206 schools and to address specific challenges and needs such as coordinated professional development and filling of teacher vacancies. This group has recently drafted a work plan focused on the following areas, and are now aligning specific actions to these objectives:

a. increasing equity of resources and support;
b. improving strategic planning and alignment across schools in the 54306 ZIP code;
c. increasing understanding of the 53206 ZIP codes environment and systems (beyond education);
d. participating in and/or enhancing advocacy opportunities for students;
e. shifting the narrative about the 54306 ZIP code; and
f. caring for families, students, school staff members, and one another.

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

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Falk 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 Resolution 1718R-006 by Director Bonds Regarding a District-Wide Equity Audit

Background

At its regular meeting of September 2017, the Board referred Resolution 1718-006 to its Committee on Strategic Planning and Budget:

WHEREAS, In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R¬006 to develop an MPS Equity Policy; and
WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, states, "Equity drives all district decision making" as a core belief; and
WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and
WHEREAS, Administrative Policy 1.06, Equity in MPS, defines equity as, "an allocation of district resources, supports, and opportunities that is based on the needs of students and staff"; and
WHEREAS, Administrative Policy 1.06, Equity in MPS, outlines six distinct equity goals, including:
- MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences;
- MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, states, "Administrative Procedure 1.06, Efforts to Achieve Equity, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals"; and
WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, outlines practices to be implemented to "ensure an equitable allocation of district resources and to achieve the district's equity goals," including:
- monitoring and evaluating the individual needs of schools and distribute resources and effective personnel based on those needs; and

- providing all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs; and

WHEREAS, In order to accurately measure the effectiveness of the practices outlined in Administrative Procedure 1.06, as well as progress towards the equity goals outlined in Administrative Policy 1.06, the district must establish a baseline against which to measure its progress in these areas; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency 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; and be it

FURTHER RESOLVED, That the equity audit include:

- the use of data disaggregated by race, ethnicity, language, special education needs, gender, sexual orientation, socioeconomic background, and mobility rates;
- analysis of the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support service, to include any necessary differentiation of resource allocations; and
- analysis of the recruitment, hiring, retention, and assignment of high-quality personnel who reflect student demographics at all levels of the District; and be it

FURTHER RESOLVED, That a report detailing the findings of the equity audit be provided to the Board, to include, but not be limited to:

- student-achievement data at each school, disaggregated by race, ethnicity, socio-economic status, English-Language learners, special education, and gifted/talented;
- student enrollment at each school, disaggregated by race, ethnicity, socio-economic status, English Language learners, special education, and gifted/talented;
- student suspension/discipline data for each school and student average daily attendance for each school;
- the amount of federal funding for each school;
- the annual funding allocated to each school outside of federal funding;
- the number of highly-qualified teachers at each school, as defined by the Wisconsin Department of Public Instruction;
- the experience-levels of teachers at each school;
- the teacher-retention rate at each school; and
- a description of the condition of each school facility; and be it

FURTHER RESOLVED, that the report be provided to the Board no later than the February 2018 Board cycle.

The Office of Accountability and Efficiency agrees with the intent of the resolution and is recommending its adoption.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide equity audit.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-006 by Director Bonds, with a report be brought to the Board by June 2018.

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

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(Item 2) Report with Possible Action on the Planning of 2018-19 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, 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 2018-19 (FY19) budget. As part of this process, identifying methods for getting community input and participation will be discussed and implemented. FY19 is the second year of the State's biennial budget cycle. As such, the state parameters are known.

The following items have been preliminarily identified to inform the FY19 budget planning:

(1) prepared based on the adopted State budget; specifically, there will be no annual increase in the per-pupil revenue limit for school districts;
(2) maximize the revenue limit;
(3) include a reserve for raises for all employees;
(4) allocate funds to schools in a manner that preserves or decreases class size; and
(5) identify necessary spending reductions to maintain a balanced budget.

In addition, high-leverage strategies to improve student achievement are being considered that will impact on the budget, including, but not limited to, the following:

(1) three-tiered busing;
(2) one instructional calendar;
(3) the Long-Range Facilities Master Plan;
(4) initiatives to celebrate our students and schools;
(5) the Regional Development Plan/program offerings; and
(6) programmatic placement and alignment.

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.

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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 South Accelerated Academy

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 order to improve student outcomes and to address issues of inequity in our district, Milwaukee Public Schools has engaged in a multi-year strategic-planning-and-execution process. The eight objectives serve as the outline of the actions and initiatives found within our Strategic Plan. Objective Four focuses on re-thinking our secondary schools. As part of this work, initiative has been taken to establish alternative pathways by which at-risk students may graduate.

In February 2017, the Milwaukee School Board of Directors approved the opening of South Accelerated Academy, a 100-student alternative school that services students who formerly had been enrolled at South Division High School. South Accelerated Academy implements the Competency-Based Curriculum to provide students with personalized pathways toward graduation.

As part of its action, the Milwaukee School Board of Directors requested quarterly reports on the progress of South Accelerated Academy. This item provides an overview of the school's current progress, including composition, school data, progress, and next steps.

The South Accelerated Academy, located in the South Division High School building, has a total of 75 students, all of whom meet at-risk criteria of being overage-age and under-credited. The average student's age is 17 years, three months, and average credits are 8.4.

There are additional students waiting to be admitted, but they still need parental consent and/or IEP meetings.

South Accelerated Academy has four certified staff with alternative licenses and one special education teacher from South Division.

Action strategies include implementing a blended-learning approach to meet individual students' needs such as competency-based curriculum, personalized blended learning (PBL), and the online course Kahn Academy for Math.

Collaboration with the host site includes professional development, enrollment and student support services, and content experts — in addition to collaboration with Vincent Accelerated Academy.

Next steps include further professional development for PBL and defining the level of rigor for meeting standards.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Vincent Accelerated Academy

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 order to improve student outcomes and to address issues of inequity in our district, Milwaukee Public Schools has engaged in a multi-year strategic-planning-and-execution process. The eight objectives serve as the outline of the actions and initiatives found within our Strategic Plan. Objective Four focuses on re-thinking our secondary schools. As part of this work, initiative has been taken to establish alternative pathways by which at-risk students may graduate.

In February 2017, the Milwaukee School Board of Directors approved the opening of Vincent Accelerated Academy, a 100-student alternative school that services students who formerly had been enrolled at Vincent High School. Vincent Accelerated Academy implements the Competency-Based Curriculum to provide students with personalized pathways toward graduation.

As part of its action, the Milwaukee School Board of Directors requested quarterly reports on the progress of Vincent Accelerated Academy. This item provides an overview of the school's current progress including composition, school data, school progress, and next steps.

The Vincent Accelerated Academy, located within the Vincent High School building, has 93 total students, all of whom meet the at-risk criteria of being overage-age and under-credited. The average student's age is 17 years, and average credits are 6.8.

There are additional students waiting to be admitted, but they still need parental consent and/or IEP meetings.

Action Strategies include implementing a blended-learning approach to meet individual students' needs such as competency-based curriculum, personalized blended learning (PBL), and the online course Khan Academy for Math.

Collaboration with the host site includes professional development, enrollment and student support services, and content experts, in addition to collaboration with South Accelerated Academy.

Next steps include further professional development for PBL and defining the level of rigor for meeting standards.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action on College and Career Centers

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

Background

During the 2016-17 school year, the College and Career Centers (CACCs) began a transitional process from two external centers to centers within 20 traditional high schools. The switch from external sites to sites within high schools is not just about change in locations, but also a change in the daily work and mission of the Centers. The transition has moved the CACCs from being independent centers to centers that are not only physically integrated into schools, but also integrated into the work of the different areas within the Department of College & Career Readiness.

Each Center follows the same physical template in terms of equipment, color scheme, decorations, and furniture choices. The size and shape of each may vary from school to school based on the room, but they all have the same distinct feel. The CACCs are all staffed the same with either a full- or part-time planning assistant, depending on enrollment. Additionally, the services provided to students at each CACC are similar across schools. The staff at the Centers are supervised by a district coordinator.

The CACCs are first and foremost about direct student-level support. The key component for increased student success is the availability at the schools for students to receive additional individual and small-group support through the CACC on tasks associated with college and career readiness. The tasks themselves are led by different areas within the Department of College & Career Readiness, which include career and technical education, extended learning opportunities, GEAR UP, and school counseling. The following items are some examples of the different tasks:

- completion of and assistance with FAFSA
- completion of and assistance with scholarships
- completion of and assistance with college applications
- completion of and assistance with college essays
- exploration of Career Cruising and completion of My Plan

- support with writing resumes
- assistance with and follow-up to applications for youth apprenticeships, internships, and employment
- follow-up to student checklists
- assistance with Inspire
- assistance with the Khan Academy.

The CACCs are the lead for other activities and tasks such as Passport to Adulthood, Remind App (grades 11 and 12), and the Fresh Coast Classic College and Resource Fair.

It is critical to maintain the connection between the work of the CACCs and the work of the Department of College and Career Readiness to ensure future students' success in accessing and successfully completing postsecondary educational opportunities. The coordinator and CACC planning assistant for the school meet with the school counselors and principal at each school to develop a working relationship. Critical to success is the development of strong partnerships between CACC and school staff. Building strong relationships and an understanding of each high schools leadership team will lead to more support of the College and Career Centers' work.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.32, Comprehensive School Counseling Program

Fiscal Impact Statement

This item does not authorize additional expenditures. The College and Career Centers are funded in the FY18 budget and through grants from the General Electric Foundation and Great Lakes Foundation.

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(Item 4) Action on Resolution 1718R-005 by Director Bonds Regarding the GPA Requirement for Extracurricular Activities

Background

At the Board's regular meeting on September 29, 2017, Resolution 1718R-005 by Director Bonds, regarding the grade-point-average requirement for participation in extracurricular activities for all high-school students, was referred to the Committee on Student Achievement and School Innovation.

WHEREAS, Research has indicated that participation in extracurricular programs increases academic achievement and promotes higher grade-point averages, better attendance records, lower dropout rates, and fewer disciplinary problems; and

WHEREAS, Students who participate in extracurricular activities tend to engage less in criminal activities during after-school hours, develop higher self-esteem, and experience decreased incidences of teen pregnancies; and

WHEREAS, Extracurricular activities also generate positive school spirit and contribute towards the creation of a cohesive student body; and

WHEREAS, Extracurricular activities are inherently educational in nature, providing valuable, practical lessons for success in higher education and work, such as teamwork, good sportsmanship, winning and losing graciously, and the concept that working together creates a product of which the participants can be proud; and

WHEREAS, Through participation in extracurricular activities, students learn self-discipline, build self-confidence, learn time-management skills, become better organized, and learn how to be part of a diverse group of individuals who are all working towards a common goal; and

WHEREAS, In recognition of these benefits, in August 2001, the Milwaukee Board of School Directors voted to waive the requirement in Administrative Policy 7.18, Eligibility Criteria, of a minimum 2.0 grade-point average (GPA) for ninth- and tenth-grade students as a part of the pilot program for the Extracurricular Initiative implemented during the 2001-2002 school year, and

WHEREAS, In July 2002, in recognition of the success of the Extracurricular Initiative, the Board again waived the 2.0-GPA requirement in Administrative Policy 7.18, Eligibility Criteria, for ninth- and tenth-grade students as part of the Extra-Curricular Initiative during the 2002¬2003 school year; and

WHEREAS, In September of 2004, the Board revised Administrative Policy 7.18(4) to remove the 2.0 GPA requirement for first- and second-year high-school students, who still must meet the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period, while maintaining the 2.0-GPA requirement for third- and fourth-year high-school students; and

WHEREAS, There are MPS students at all levels who are in need of encouragement and support in increasing their academic achievement; and

WHEREAS, The Board recently has made a strong commitment to promoting equity for all students; now, therefore, be it

RESOLVED, That Administrative Policy 7.18 be revised 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; and be it

FURTHER RESOLVED, That the revisions to Administrative Policy 7.18 include a monitoring component that will require the Administration to report to the Board at the end of each semester on the effects of this policy on:

- academic achievement and grade-point averages;
- attendance;
- dropout rates; and
- disciplinary problems.

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.18, Co-curricular and Interscholastic Programs

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will proceed as directed by the Board.

Committee's Recommendation

Your Committee recommends that Resolution 1718R-005 by Director Bonds, regarding the GPA requirement for extracurricular activities, be held in committee to allow additional time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

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

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(Item 5) Action on Resolution 1718R-009 by Directors Bonds and Harris to Create a Success Center for At-risk Students in Grades 4-12

Background

At the Board's regular meeting on October 26, 2017, 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.

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

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

The Administration will proceed as directed by the Board.

Committee's Recommendation

The Committee recommends that Resolution 1718R-009 by Directors Bonds and Harris to create a success center for at-risk students in grades 4-12 be held in committee with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

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

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(Item 6) Action on Resolution 1718R-010 by Director Bonds to Create a City-wide Comprehensive Computer Science Program

Background

At the Board's regular meeting on October 26, 2017, Resolution 1718R-010 by Director Bonds to create a city-wide, comprehensive computer science program at Obama School of Career and Technical Education, was referred to the Committee on Student Achievement and School Innovation:

WHEREAS, The mission of the Milwaukee Public Schools states, "MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, Wisconsin continues to see growth in the number of information technology related companies and jobs, with the demand for computing jobs in Wisconsin in 2017 being higher than that for any other occupation category; and

WHEREAS, Wisconsin continues to see a growth in technology companies, such as Epic and Foxconn, coming to Wisconsin, yet there continues to be a shortage in the workforce for technology related jobs including information technology, computer coding, healthcare, advanced manufacturing, and bioagriculture; 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, In June 2017, the Wisconsin State Superintendent adopted the Wisconsin Standards for Computer Science; and

WHEREAS, Each district, school, and program is charged with determining the means by which students will meet the Wisconsin Standards for Computer Science; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science program to be located at Barack Obama School of Career and Technical Education; and be it

FURTHER RESOLVED, That the new computer science program be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science program include specific emphasis on each of the five conceptual strands outlined in the Wisconsin Standards for Computer Science:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the program begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the new computer science program to the Board no later than the February 2018 Board cycle.

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

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

The Administration will proceed as directed by the Board.

Committee's Recommendation

Your Committee recommends that Resolution 1718R-010 by Director Bonds to create a city-wide comprehensive computer science program at Obama School of Career and Technical Education be held in committee with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

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

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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 Library Board, to the Milwaukee Education Partnership (MEP), to the Title I District Advisory Council, to the MPS Head Start Policy Council, and to CESA #1.

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(Item B) 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 2017 included the following:

Academic Achievement

- Visited various schools and sites, including Lapham Peak and Maple Tree School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - — Danae Davis, Executive Director, Milwaukee Succeeds
  - — Ellen Gilligan, President and CEO, Greater Milwaukee Foundation
  - — Laci Coppins Robbins, Executive Director, Milwaukee Teacher Education Center (MTEC)
  - — Milwaukee Fire Department
- Attended various district events, including:
  - — Fresh Coast Classic Resource Fair
  - — Washington High School Culinary Arts Lab Ribbon Cutting
  - — Black and Latino Male Achievement Mentor Luncheon
  - — Warm Up Winter at Doerfler School
  - — NBA Math at Fifty-Third Street School
- Participated on the Charter School Renewal Committee
- Attended various community-based events, including:
  - — Be the Change
  - — a meeting of the Milwaukee County's Office on African American Affairs Social Justice
  - — Third-grade water safety at Noyes Pool
- Attended the Milwaukee Public Library Board's meeting
- Attended the Milwaukee Public Library Building Development meeting
- Attended the Milwaukee Education Partnership's meeting
- Attended the City of Milwaukee Black Male Achievement Advisory Council's meeting Effective and Efficient Operations
- Met with district leaders to receive updates on district initiatives:
  - — Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance
  - — Dr. Darienne Driver and Director Larry Miller
- Met with the Panasonic Foundation to discuss partnership with MPS

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RESOLUTIONS

Resolution 1718R-011

By Director Bonds

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states,

> The Milwaukee Public Schools is committed to an equal employment opportunity and nondiscriminatory workplace, in accordance with the law for all individuals, regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other statutorily protected class or protected activity. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure a diverse workforce representation of our community. Efforts shall be taken in recruitment and in all phases of employment to address under-representation.

and

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states, "Milwaukee Public Schools has an enduring obligation to consider all qualified applicants from our diverse community. This includes, but is not limited to, all decisions made on recruiting, hiring, compensation, benefits, training, education, promotions, transfers, layoffs, discipline, termination, and other conditions of employment"; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, states "The District shall work to recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel"; and

WHEREAS, As one of the largest employers in the City of Milwaukee, Milwaukee Public Schools has an obligation to employ a diverse workforce that is reflective of the City; and

WHEREAS, While the MPS workforce in its entirety roughly mirrors the diversity of Milwaukee, this diversity is not reflected within job positions, job categories, or offices and departments; and

WHEREAS, School boards in the United States and Canada — including Broward County, West Des Moines, Hamilton-Wentworth, and Peel — have used diversity audits to assess the degree to which they are meeting their goals of highly qualified, diverse workforces; now, therefore, be it

RESOLVED, That Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce, policies, procedures, and practices; and be it

FURTHER RESOLVED, That the assessment include, but not be limited to, a review of:

- policies, procedures and practices, including those around promotion;
- employee and community perceptions;
- conflicts and complaints;
- legal requirements;
- turnover rates and employee morale;
- workforce demographic data; and
- benchmarking analysis; and be it

FURTHER RESOLVED, That assessment methods include, but not be limited to:

- surveys;
- data review;
- focus groups; and
- individual interviews; and be it

FURTHER RESOLVED, That a report detailing the findings of the analysis and recommendations for improvements in workforce diversification be provided to the Board no later than the March 2018 Board cycle.

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

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Resolution 1718R-012

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools states, "The district and its schools will collaborate with students, families, and the community for the benefit of all"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The Eight Big Ideas operational plan includes improve organizational processes as a strategic objective in the area of effective and efficient operations with the aim for Milwaukee Public Schools to be a leader in using best practices, systems, and processes equitably and efficiently to align and maximize resources; and

WHEREAS, On February 23, 2017, the Board adopted Administrative Procedure 8.20, Uniforms and Student Dress Code; and

WHEREAS, Administrative Procedure 8.20(4)(a) states,

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 among parents and the school governance 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. 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.

and

WHEREAS, Producing documentation detailing 66 percent of the school community's agreement consumes time and resources for schools, school leaders, school personnel, and members of the school community; and

WHEREAS, The current procedure does not provide students and families with the opportunity to be fully informed about a school's uniform status prior to enrolling in school through early admissions; and

WHEREAS, An annual change to a school's uniform opt-out status may result in increased costs and confusion for the school and school community's members; now, therefore be it

RESOLVED, That Administrative Procedure 8.20(4)(a)(2) be amended to read as follows:

A written exemption letter shall be filed with the school's Regional Superintendent by April 1 of the initial implementation year and 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.

and be it

FURTHER RESOLVED, That any school-wide requests to opt out that have been approved for the 2017-18 school year be valid for five years; and be it

FURTHER RESOLVED, That in documentation detailing the school community's agreement for a school to opt-out of the uniform policy, the school community's agreement or disagreement with the school's request to opt out be calculated by considering only those community members who provide active agreement or active disagreement rather than passive agreement or passive disagreement; and be it

FURTHER RESOLVED, That the Administration be directed to inform all school leaders and school communities of changes to the procedure no later than January 1, 2018.

Referred to the Committee on Legislation, Rules and Policies.

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Resolution 1718R-013

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools states, "The district and its schools will collaborate with students, families, and the community for the benefit of all"; and

WHEREAS, Administrative Policy 1.01 Vision, Mission, Core Beliefs, states that "Involved families are integral to increasing student achievement" as a core belief and "Student, family, and community engagement" as a goal; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, states, "That the school program can better meet the educational needs of children when school personnel recognize that parents and other citizens of the community should serve in a cooperating role of identifying educational needs and the broad goals of achievement for their children"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The Eight Big Ideas operational plan includes rethinking high schools as a strategic objective in the area of academic achievement, with the aim that all Milwaukee Public Schools students will graduate on time with personalized pathways to success in college, career, and life; and

WHEREAS, High-school graduation ceremonies are a celebration not only of students' achievement, but also of student, family, and community engagement; and

WHEREAS, The ceremony is a time for family and friends to give honor to graduates' accomplishments; and

WHEREAS, The graduation ceremony is the closest thing that most American students have to a rite of passage; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it

FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it

FURTHER RESOLVED, That the new procedure be implemented in the 2017-18 school year.

Referred to the Committee on Parent and Community Engagement.

The Board adjourned at 9:48 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 2017

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:

December 1, 2017

TO THE MEMBERS OF THE MILWAUKEE 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 Thursday, December 7, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1. Action on Recommended Administrative Appointments
2. Action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

In regard to item 1, above, the Board may retire to executive session under the provisions of 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.

In regard to items 2 above, 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

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(Item 1) Action on Recommended Administrative Appointments

Background

One key administrative appointment was not ready to be reported to the Committee on Accountability, Finance and Personnel at the November 14, 2017, meeting. The Administration is, therefore, requesting that the following individual be promoted or appointed to the classification indicated.

Codes	Name	Position and Location	Salary
(5)(nr)	Thomas Conjurski	Chief Financial Officer Office of the Chief of Finance	Schedule 03, Range 18A $145,617

Codes

5	White
nr	Non-resident

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures already approved in the FY18 budget.

Superintendent's Recommendation

The Superintendent recommends that the Board authorize the individual presented above to be promoted or appointed to the classification indicated, to be effective upon approval by the Board.

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

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

The Board retired to executive session at 5:38 PM.

The Board reconvened in open session at 6:43 PM.

The Board recessed at 6:45 PM.

The Board reconvened in open session at 7:00 PM.

Director Harris moved to adopt the Administration's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Harris, Phillips, Voss, Sain — 5.
Noes — Directors Báez, Bonds, Miller, Woodward — 4.

* * * * *

(Item 2) Action on an Appeal of Disciplinary Action under Appendix A of the Rules of the Milwaukee Board of School Directors.

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

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

The Board retired to executive session at 7:29 PM.

The Board adjourned from executive session at 8:16 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2017

Special meeting of the Board of School Directors called to order by President Sain at 5:34 PM.

Present — Directors Falk, Phillips, Voss, Woodward, and President Sain — 5.
Absent and Excused — Directors Báez, Bonds, Harris, and Miller — 4.

The Board Clerk read the following call of the meeting:

December 15, 2017

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 Tuesday, December 19, 2017, 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; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Appeal of Disciplinary Hearing under Appendix A of the Rules of the Milwaukee Board of School Directors

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

Ayes — Directors Falk, Phillips, Voss, Woodward, and President Sain — 5.
Noes — 0.

The Board retired to executive session at 5:41 PM.

The Board reconvened in open session at 6:38 PM.

Director Falk moved to uphold the recommendation of the Independent Hearing Officer. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Phillips, Voss, and President Sain — 4.
Noes — Director Woodward — 1.

The Board adjourned at 6:39 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 2017

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

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused — Directors Bonds and Miller — 2

The Board Clerk read the following call of the meeting:

December 14, 2017

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 Thursday, December 21, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel regarding litigation in which the Board 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; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, PH.D.
Board Clerk

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

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7
Noes — 0.

The Board retired to Executive Session at 5:41 PM.

The Board adjourned from Executive Session at 6:50 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 7:00 PM.

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused — Directors Bonds and Miller — 2.

President Sain requested a moment of silence to commemorate the passing of five members of our MPS family.

- Cierra Lawson, a ninth-grade student at Bay View High School, who passed away on December 15, 2017;
- Doajaon Webster, a ninth-grade student at Washington High School, who passed away on December 14, 2017;
- Kou Yang , a teacher at River Trail, who passed away on November 18, 2017;
- Katherine Fabian, a teacher from Jeremiah Curtain, who passed away on November 29, 2017; and
- Tom Konowalski, a teacher from Milwaukee Tech, who passed away on December 2, 2017.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award —- Lucinda J. Gordon (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, 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 posthumously present the "Excellence in Education Award" to:

Lucinda J. Gordon

Lucinda Jackson Jacobs Gordon, a native of Chester, Pennsylvania, came to Milwaukee as a field-placement student assigned to the Milwaukee County Bureau of Child Welfare in 1942. Mrs. Gordon was completing the last requirement needed to earn a Masters of Social Work from Smith College in Northampton, Massachusetts. Mrs. Gordon's undergraduate degree had been in education; however, upon graduation from Chester State Teachers College, she was unable to obtain a teaching position with the Chester, PA, public school system because of her color. Undaunted by this discrimination based on her race, Mrs. Gordon proceeded to seek another opportunity that would make her even more marketable.

Mrs. Gordon was diminutive in physical stature, but enormous in terms of her interests, vision, intellect, abilities, and energy. A dynamic personality, she possessed the ability to marshal the necessary resources to implement her vision of a school for teenage parents. Prior to the establishment of the Lady Pitts School for Teenage Parents in the late 1960s, girls were expelled from school because of pregnancy, leaving them without high-school diplomas and the necessary skills to parent a new life and to care for themselves. It was obvious to Mrs. Gordon that the policy and practice of prohibiting school-age parents from pursuing a public school education had a disastrous impact upon the community. The consequences of this policy was that the city, state, region, and nation were being denied potential leaders and, thus, contributions for the larger good.

Mrs. Gordon's tenacity and unrelenting drive resulted in the establishment of the Lady Pitts School for Teenage Parents. Students had access to health, counseling, and other services, in addition to a quality education. Mrs. Gordon served as the Lady Pitts School's first principal for a number of years. In this role, she touched many, many lives, not just those of the students, but of the staff as well as families. At her memorial service, one of the speakers, a retired MPS principal, made a moving tribute to Mrs. Gordon as her life-long mentor. That person was Janie Hatton, a former teacher at Lady Pitts School and a recipient of the National Secondary Principal of the Year Award.

Before establishing Lady Pitts, Mrs. Gordon worked for the Bureau of Child Welfare and other organizations such as the Milwaukee Urban League, as the Director of Community Services. She also held several leadership roles with the NAACP. In addition to supporting education with her time, talent, and financial resources, Mrs. Gordon was active in supporting all of the arts, specifically, the Milwaukee Art Museum by helping to form the African American Art Alliance.

Mrs. Gordon's activism related to education and the performing arts and music continued until she was well into her nineties. She began to slow down around the age of 97 or 98. She has left a legacy: many of the students who attended Lady Pitts went on to earn degrees from area colleges and universities. We are grateful for Mrs. Lucinda Gordon's vision for a school for teenage parents. Today, pregnancy is no longer a barrier to public education or other opportunities to pursue a dream.

The Milwaukee Board of School Directors recognizes and honors Lucinda J. Gordon posthumously 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 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

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. Activities from late November through mid-December are included in the following report.

MPS Equity, Education & Empowerment Speaker Series

I gave remarks to welcome Dr. Decoteau Irby, keynote speaker at our MPS Equity, Education & Empowerment Speaker Series event at South Division. His presentation was titled "A Eulogy for 'Back in the Day': Meeting Young People Where They Are." There was much enthusiasm at the launch event for the speaker series, and people are already looking forward to the next speaker! More information will be forthcoming in the near future.

Plan for Progress

I addressed school leaders at the Principal's Leadership Institute (PLI) with a Plan for Progress on One Calendar alignment, program/placement alignment, transportation supports, showcasing student success, budget carousels, long-range considerations and next steps. This information was also shared with parent coordinators at their monthly meeting.

Aspen Institute

I traveled to Baltimore for the Aspen Urban Superintendents' Retreat. This was an excellent networking and development opportunity for superintendents, with many great take-a-ways for our district. Several districts want to visit Milwaukee to learn about our BLMA department and the work that we're doing with our young men, as well as to learn about our FAFSA and college/career strategies. We've also been invited to learn from other districts about their Pathway schools, strategies for suspension reduction, attendance, and more.

Meetings from late November through mid-December

(1) I continue to meet with Vincent Lyles, CEO of the Boys & Girls Clubs of Greater Milwaukee to discuss our Community Learning Center partnership.

(2) I met with Dr. Vicki Martin and Julia Taylor to discuss the Bradley Tech Strategic Plan.

(3) I attended a meeting at Northwestern Mutual with the Goal 2 Executive Committee members comprising Bill Berezowitz, Mayor Tom Barrett, John Schlifske, Jami Racette, Rachel Lander, Audrey Borland, and Jan Haven to discuss the Reading Foundations Collateral and project on early literacy.

(4) I co-hosted the Morning with Meralis citywide celebration event honoring City Year of Milwaukee's new Executive Director and Vice President, Meralis Hood.

(5) My staff and I met with UW-Madison's Senior Associate, Dean Carolyn Kelly, and the University's Spaces Project Director, Annalee Good, regarding their proposal to MPS for the Online Academy for Advanced Learners.

(6) I attended the United Way's board meeting and gave an update on our volunteer-engagement efforts, which have increased by 39% over this same time period last year. The number of community groups and workplaces has increased 28% over this same time period. As of the end of November, 21,261 hours have been contributed to our Season of Caring efforts (92% of goal)!

(7) I attended the American Heart Association's 2017 Volunteer Vision & Recognition Event, where MPS was honored for its efforts with this year's Heart Walk!

(8) Dr. Juan Báez and I had an introductory meeting with Jorge Franco, Chairman, President, and CEO of the Hispanic Chamber of Commerce of Wisconsin, to establish a relationship and discuss potential collaboration opportunities with our Black and Latino Male Achievement (BLMA) department.

(9) I participated in a Milwaukee Succeeds partnership meeting as a panelist with Dr. Bill Hughes, Vincent Lyles, and Dr. Vicki Martin. The purposes of the meeting were to present the StriveTogether 2018-2023 Strategic Plan, to share national opportunities to grow capacities that will strengthen our work locally, and to provide an understanding of the importance of equity and eliminating disparities as key to successful outcomes for all kids. There were many great take-aways from this meeting.

(10) I met with Principal Arrington, Dr. Cotton, and BLMA staff on the African American Institute curriculum, followed by my standing meeting with the MTEA and a call with DPI regarding having licensed special education teachers.

(11) I attended and gave remarks at the MPS Foundation'a Annual Business Meeting.

(12) I spoke to the Senior Men's Club at the Milwaukee Jewish Community Center about MPS. I received such a warm welcome, and it was an amazing opportunity to dialogue with them around important issues in education, including teacher recruitment, mentoring, and internship/apprenticeship opportunities for the district.

(13) Our Fall Public Education Leadership Institute (PELP) Triad meeting was held in conjunction with the Guilford County and Nashville districts. We each discussed one of our problems of practice and theory of action related to the components of our strategy and walked through the process of implementing the strategy.

Events/Programs/Announcements

Students Get Free Books to Build Home Libraries

More than 5,000 MPS students received free books to help build their own home libraries and to develop their reading skills through the My Very Own Library (MVOL) literacy initiative. The program was founded by New Jersey school volunteer Anne Feeley, who was dedicated to putting books into the hands of children in need. This is the third year of the initiative in the city of Milwaukee.

A special event for the MVOL program was held at Longfellow Elementary. During a student assembly, students heard from the Love of Reading panel, which included students and Scholastic author Allan Woodrow. Children were able to hear how reading has impacted upon the lives of the students and author on the panel and also had the chance to ask questions about their favorite books. Authors Varian Johnson and Tommy Greenwald also visited schools along with book distributions.

Milwaukee is one of only seven communities selected to take part in the MVOL program, which is supported by the United Way of Greater Milwaukee & Waukesha County; the family and friends of the late MVOL founder 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 MPS schools. A contribution from the Zilber Foundation allowed the program to add additional schools.

During the last school year, the My Very Own Library program distributed 34,200 books to MPS students. This year, 14 schools will receive books: Auer Avenue School, Brown Street Academy, Doerfler School, Hopkins Lloyd Community School, Jackson Early Childhood and Elementary School, Kagel School, Kluge School, Lancaster School, Longfellow School, Milwaukee College Prep Lloyd, Milwaukee College Prep North, James Whitcomb Riley School, Townsend Street School, and Clement J. Zablocki School.

MPS Donates and Packs Lunches for Homeless Shelter

Several dozen students and employees from MPS Central Services banded together to pack lunches for residents at the Guest House of Milwaukee. All of the bread, lunchmeat, cheese, fruit, and other items were purchased though cash donations from MPS employees, which totaled nearly $600. Sandwiches were crafted by students in the Community Assessment Training Program, who are learning career skills that will help them directly transition to the workforce after graduation. Employees assisted with packing and wrote friendly notes to the residents who receive the lunches.

The Guest House of Milwaukee, Milwaukee's largest publicly-funded homeless shelter, is located at 1216 N. 13th Street. It provides permanent housing, mental-health and substance-abuse treatment, and prevention services. Founded in 1982, the Guest House has been a leader in providing solutions to Milwaukee's homeless citizens for more than 30 years.

Awards/Recognition

Dr. Martin Luther King, Jr., Contest Winners

This year's MLK contests have produced amazing entries from more students than we have seen in many years. Selecting winners was extremely difficult this year due to the increase in the quantity and quality of submissions for the art, speech and writing competitions. We are happy to recognize the following students for their outstanding work around this year's theme, Take a Stand for Truth and Justice.

Speech Contest

This year's speeches were highlighted by many personal stories of taking a stand and a call to action to improve our community. The students who qualified participated in the second round competition at We Energies on Saturday, December 2. The finalists will move on to the MLK Day celebration on January 14, 2018, at the Marcus Center.

Grades	Name	School
K-2	lnezmari Chico	Curtin Leadership Academy
K-2	Josiah Franklin	Elm Creative Arts School
K-2	Zadayne Miller	Milwaukee Parkside School of the Arts
K-2	Kamari Nash-Miles	Holmes School
K-2	Christian Wilder	Atonement Lutheran School
3-4	Amir Johnikin	Elm Creative Arts School
3-4	Benji Johnston	Eastbrook Academy
3-4	Salma Lewis	Golda Meir Lower Campus
3-4	Joyonna Petty	Lowell International School
3-4	Nyla Ryles	Emerson Elementary School
5-6	Alejandra Anderson	Curtin Leadership Academy
5-6	Kaylie Deluna	Victory Elementary School
5-6	Brandon Gorton	Cooper Elementary School

Grades	Name	School
5-6	Katelen Pickens	Emerson Elementary School
5-6	Chloe Reader	Alcott Elementary School
7-8	Amillia Bell	Golda Meir Lower Campus
7-8	Terynn Erby-Walker	Golda Meir Upper Campus
7-8	Demi Figueroa	Curtin Leadership Academy
7-8	Angela Gorton	Cooper Elementary School
7-8	Jona'e Smith	Milwaukee Environmental Science
9-10	Ameen Atta	Salam High School
9-10	Cheyene Lee	Hmong American Peace Academy
9-10	Akili Pleas-Carnie	Rufus King IB High School
9-10	Marvell Reed	Obama School of Career & Technical Ed.
9-10	Iman Snobar	Reagan IB High School
11-12	Ahmad Blake	Obama School of Career & Technical Ed.
11-12	Perrion Bohannon	Vincent High School
11-12	Ariana Cawthorn	Eastbrook Academy
11-12	Roy Christensen	Golda Meir Upper Campus
11-12	Daniel Montalvo	Reagan IB High School
11-12	Biluge Ntabala	Milwaukee High School of the Arts

Art Contest

More than 170 students from 30 schools participated in the Dr. Martin Luther King, Jr., Art Contest. The following students and their artwork will be honored at the January 14, 2018, celebration.

1st Place	2nd Place	3rd Place
	Grades 9-12	
Ayah Amer	Kylie Bowen	Grace Newton
10th Grade	9th Grade	12th Grade
Salaam	Milw School of Languages	Reagan HS
	Grades 6-8	
Ruttana Chanhdara	Yoana Perez Morales	April Barillas
8th Grade	8th Grade	7th Grade
Milw School of Languages	Lincoln Center of the Arts	Golda Meir
	Grades 3-5	
Salina Tagliavia	Leah Serdynski	Analia Roman
5th Grade	4th Grade	4th Grade
Alcott	Spanish Immersion	Spanish Immersion
	Grades K-2	
Joshua Rivera Mercado	Briana Davis	Eduardo Villegas Sanchez
2nd Grade	1st Grade	2nd Grade
Vieau	Burbank	Vieau
	Grades 6-8	
Ruttana Chanhdara	Yoana Perez Morales	April Barillas
8th Grade	8th Grade	7th Grade
Milw School of Languages	Lincoln Center of the Arts	Golda Meir
	Grades 3-5	
Salina Tagliavia	Leah Serdynski	Analia Roman
5th Grade	4th Grade	4th Grade
Alcott	Spanish Immersion	Spanish Immersion
	Grades K-2	
Joshua Rivera Mercado	Briana Davis	Eduardo Villegas Sanchez
2nd Grade	1st Grade	2nd Grade
Vieau	Burbank	Vieau

Writing Contest

Below are the winners of the 35th annual Dr. Martin Luther King, Jr., Essay contest.

Grades K-1 Group Project Winner
Burbank, Grade 1 — Christine Sylvester

Place	Name	Grade	School
		Grades 2-3	
1st	Miriam Webb	3	Golda Meir
2nd	Nikyonna McDaniels	3	Emerson
3rd	Sophia Wood	3	Trowbridge
		Grades 4-5	
1st	Nicolas Holtzman	4	Milwaukee German Immersion
2nd	Nancy Thao	4	Bruce Elementary
3rd	Lalaya Clay	5	Elm Creative Arts
		Grade 6	
1st	Tatiyana Dockery	6	Keefe
2nd	Golden Brown	6	Golda Meir
3rd	Nakiyah Gooden-Alexander	6	Keefe
		Grades 7-8	
1st	Faith Abdirahmn	7	Salaam
2nd	Daisy Kiekhofer	8	Golda Meir
3rd	Vaughn Smith	8	Golda Meir
		Grades 9-10	
1st	Christian Delfose	9	Rufus King HS
2nd	Christian Kind	10	Milwaukee High School of the Arts
3rd	Eleajah Thompson	10	Milwaukee High School of the Arts
		Grades 11-12	
1st	Amani Omari	12	Salaam
2nd	Lauren O'Hear	11	Ronald Reagan HS
3rd	Tien Vo	12	Ronald Reagan HS

15th Annual MPS Drumline Competition

The 15th Annual MPS Drumline Competition was held at Milwaukee High School of the Arts this month. Eleven MPS teams competed in this year's event. This is just one example of the many talents that our students possess. As a district, we continue to strive to provide more opportunities for students to excel both in and out of the classroom.

High School Division Winners
1st Place.....Rufus King High School Varsity Drumline
2nd Place.....Riverside University High School Drumline
3rd Place .....Milwaukee High School of the Arts Drum line

Middle School Division Winners
1st Place.....Golda Meir School
2nd Place.....Parkside School of the Arts
3rd Place .....Humboldt Park School

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(Item 2) Report with Possible Action on Student Enrollment Update from Disaster Areas, Puerto Rico

Background

In September 2017, the Board directed the Administration to perform an assessment of, and communicate plans to support, the enrollment of students from Puerto Rico and other areas experiencing natural disasters. The Department of Student Services worked together with the Office of Bilingual/Multicultural Education-LAU Compliance and the Office of College and Career Readiness to enroll students from Puerto Rico after Hurricane Maria. Many of the families that arrived from Puerto Rico

after Hurricane Maria qualified as homeless under the definition of homeless provided by the McKinney-Vento Act. Due to the hardship situation suffered from Hurricane Maria, the families had lost their housing and are now living doubled-up with friends or family members in the Milwaukee area. Through the McKinney-Vento Act, the families qualify for the Homeless Education Program, making the children eligible for immediate enrollment without any paperwork. The staff from the LAU Compliance Office met with the families to provide them with the appropriate educational program. The students were placed either in our English as a Second Language (ESL) or in the bilingual education program.

The families who qualified as homeless received backpacks, school supplies, and donated items, such as hats and scarves from the Homeless Education Program. The names of the students were sent to the school social worker for follow-up and to provide them with services as needed, such as additional school supplies, waivers of school fees, uniforms, referrals to community resources, and transportation as the families move to new locations.

Families were also referred to visit the following community agencies for services:

- Lady of Charities, Urban Threads, and St. Vincent De Paul for clothing and furniture;
- United Migrant Organization Services (UMOS) for housing, food stamps, health services, and employment; and
- Various food pantries.

A total of 270 students were enrolled from Puerto Rico into the Milwaukee Public Schools after Hurricane Maria. There were 227 students enrolled through the LAU Compliance Office, and there were 43 students enrolled directly through the schools. The attached list indicates where children were assigned:

Elementary Schools	ALBA, Allen-Field, Doerfler, Forest Home Avenue, La Escuela Fratney, Greenfield, Hayes, Kagel, Lincoln Avenue, Longfellow, Milwaukee Spanish Immersion, Mitchell, Pierce, Riley, Rogers, Vieau
Middle Schools	Audubon, Lincoln Center of the Arts, Wedgewood
High Schools	Pulaski, Riverside, South

Once a student has been enrolled into a high school through the Department of Student Services or the LAU Compliance Office, the student's transcript is evaluated at the school by the school counselor. The student is scheduled into the appropriate classes based on the transcript and the district's graduation requirements. Any transcripts in a language other than English or that are from outside the United States are translated and evaluated by a contracted service at no cost to the families. Students that do not have transcripts usually have some other forms of documentation, such as report cards, from which the school counselor can appropriately schedule the student.

In the event a student would not have any documentation, the school counselor will talk with the student and family to best schedule them into the appropriate classes until some documentation can be secured. In the event that no documentation is secured, a student may take a competency exam for each of the courses required for graduation and receive credit for that course with a passing grade on the exam. Students that are unable to secure any documentation, are 17.5 years of age or older, and may not be able to meet the graduation requirements through traditional course work or the competency exams may be enrolled into the GEDO #2 program and may still earn regular MPS diplomas upon successful completion of the program. Per Wisconsin Statutes, §118.33, and Administrative Policy 7.37, both grade-level and graduation status are based on credit attainment.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

No Fiscal Impact.

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(Item 3) Action on the FY18 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and Related Documents

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 FY18 evaluation process:

1. Protocols and Calendar
2. Master Action Rubric
3. Evaluation Rating Form

These documents were developed collaboratively at board retreats facilitated by the Panasonic Foundation. Subsequent follow-up and subcommittees' work to carry out suggested adjustments to the documents as discussed at the board retreats included representation of the Board, of the Office of the Superintendent/ Administration, of the Office of Board Governance, and of the Office of Accountability and Efficiency. These documents are in alignment with the district goals as well as the operational plan (8 Big Ideas).

As requested during the board retreats, and as was implemented as part of last year's evaluation process, an electronic version of the Evaluation Rating Form will again be developed through Qualtrics.

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. Costs associated with developing an electronic version of the Evaluation Rating Form as requested by the Board will be minimal and absorbed within existing budgets.

Implementation and Assessment Plan

Upon approval by the Board, the updated FY18 protocols and calendar for completing the evaluation process and updated master action rubric and evaluation rating form will become part of the Superintendent's annual evaluation process.

Recommendation

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

Director Sain moved to approve the item, with the exception of the calendar and protocols. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7
Noes — 0.

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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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

With the year coming to a close, a brief review of the status of education-related legislation was provided, along with an update on the first meeting of state's blue-ribbon commission on public education. An update on the 2017 property tax levy was also provided.

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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

School Resource Officer (SRO) Evaluation

1. Background

At its meeting on July 27, 2017, the Board directed the Office of Accountability and Efficiency (OAE) to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) Program. The Board also directed that a preliminary report be brought back to the Board in December and a final report in May 2018.

2. Update and Preliminary Report

The OAE has been working jointly with the Administration and the Milwaukee Police Department to engage an external evaluator. A request for proposal (RFP) was drafted and released using the District's standard evaluator-selection process used by the Office of Innovation and Information, Department of Research and Evaluation. The District received two responses, and a selection was made to begin the work of accomplishing the following goals:

- Interviews and/or focus groups with the program's participants and stakeholders;
- Literature review;
- Gap analysis between current and best practice;
- Gap analysis between required systems to support best practices and current systems;
- Opportunity/risk/threat analysis of best practices in local SRO environment;
- Return on investment and/or projected benefits of implementing best practices detailed;
- Recommendations in the form of a plan to implement best practices in considering benefits and effort; and
- Final evaluation report and presentation.

Pursuant to Administrative Policy 2.15, Research and Survey Proposals, and Administrative Policy 6.31, Professional Research Activities — Certificated Staff, the OAE and the selected evaluator are engaging the staff of the Department of Research and Assessment in their formal review process. This process will ensure adequate design, the protection of human and student rights, and logistical considerations to ensure minimum disruption of district, school, and classroom operations.

This review by the research staff will take place on January 19, 2018, per their regular review schedule, and the work of the evaluation will begin shortly thereafter.

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 is working to update enrollment projections, to review anticipated increases in healthcare costs, and to analyze compensation increases for district employees. The team is also reviewing updated information from the Department of Public Instruction regarding revenue adjustments to better forecast the district's long-term sustainability. The forecast will be brought forward jointly through the Committee on Strategic Planning and Budget in January 2018.

Facilities Smartsheet Automated Report System

Update

The OAE worked with the Department of Facilities and Maintenance to create and implement an automated report-delivery system for administrators who conduct on-site building-conditions assessments. Administrators fill out the form via Smartsheet while visiting school facilities and rate issues such as cleanliness, curb appeal, lavatories, etc., as well as any potential issues at the facility. The OAE developed a program that would automatically generate any findings in a submitted form and alert the supervisor so action could be taken. This code was developed at no additional cost, as it uses current in-house technology and creates a framework for future automation projects.

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

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

The Board Clerk presented five 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 November 30, 2017, and December 5, 7, and 15, 2017. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Noes — 0.

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REPORTS OF STANDING COMMITTEES

No items from the reports of the standing committees were set aside for separate consideration.

On the motion of Director Voss, the Committee Reports were approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Noes — 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	
5	Benjamin Baptist	Boiler Attendant Trainee $32,863.74	10/23/2017
4	Leonel Nava Hernandez	Boiler Attendant Trainee $32,863.74	10/23/2017
2	Tiawana Alexander	Children's Health Assistant $17,166.44	10/30/2017
2	LaShawndra Cooper	Children's Health Assistant $17,168.76	11/14/2017
2	Nijah Junior	Children's Health Assistant $17,168.76	11/21/2017
2	Rhonda Robinson	Children's Health Assistant $17,168.76	11/21/2017
4	Yesenia Torres Aguilar	Children's Health Assistant $17,166.44	10/16/2017
2	Shequitta Clark	Food Service Assistant $11.14 per hour	11/08/2017
4	Juan Cruz Rodriguez	Food Service Assistant $11.14 per hour	11/08/2017
2	Krystal Jasper	Food Service Assistant $11.14 per hour	11/08/2017
2	Shina King	Food Service Assistant $11.14 per hour	11/08/2017
2	Lashawn Pitts	Food Service Assistant $11.14 per hour	11/08/2017
2	Shala Sisk	Food Service Assistant $11.14 per hour	11/08/2017
2	Andrea Strong	Food Service Assistant $11.14 per hour	11/08/2017
2	Kanique Williams	Food Service Assistant $11.14 per hour	11/08/2017
2	Lynise Thompson	Human Resources Assistant $32,722.00	11/20/2017
4	Maricela Aguilar Monroy	Para Ed Assistant $18,243.72	10/27/2017
5	Richard Dehnel	Para Ed Assistant $18,243.72	11/20/2017
2	Alfreda Ellis	Para Ed Assistant $18,243.72	11/15/2017
2	Brittany Gee	Para Ed Assistant $18,243.72	11/15/2017
2	Gregory George IV	Para Ed Assistant $18,243.72	11/13/2017

Ethnic Code	Name	Position and Salary	Date
2	Claire Goyette	Para Ed Assistant $18,243.72	11/13/2017
2	Kyara Harris	Para Ed Assistant $19,433.04	11/07/2017
4	Jonathan Martinez	Para Ed Assistant $18,243.72	10/30/2017
2	Shaprice Moore	Para Ed Assistant $18,243.72	10/31/2017
2	Sheila Morgan	Para Ed Assistant $18,243.72	10/26/2017
5	Meghan Newton	Para Ed Assistant $18,243.72	10/30/2017
2	Anthony Nwakaku	Para Ed Assistant $18,243.72	11/15/2017
4	Isamil Reyes	Para Ed Assistant $19,074.00	10/26/2017
2	Gigi Shuttlesworth	Para Ed Assistant $18,243.72	11/20/2017
2	Annice Sowers	Para Ed Assistant $18,243.72	11/20/2017
4	Morena Washington	Para Ed Assistant $18,243.72	10/23/2017
2	Larry Williams II	Para Ed Assistant $18,243.72	10/23/2017
2	D'Angelo Boston	School Safety Assistant $22,729.00	10/30/2017
2	Walter Gilmore	School Safety Assistant $22,729.00	10/30/2017
2	Roena Johnson	School Safety Assistant $22,729.00	10/30/2017
		Promotions	
2	Derrick Bey	Boiler Attendant Trainee $34,206.90	11/07/2017
2	Annga Brown	Boiler Attendant Trainee $32,863.74	10/23/2017
2	Carlos Eiland	Boiler Attendant Trainee $34,206.90	11/20/2017
2	Anthony Ensley	Boiler Attendant Trainee $32,863.74	10/23/2017
2	Jacqueline Fayne	Boiler Attendant Trainee $34,206.90	10/23/2017
2	Marvin Jenkins	Boiler Attendant Trainee $34,206.90	11/06/2017
2	Isaac McGinty	Boiler Attendant Trainee $32,863.74	10/23/2017
5	Harold Pick	Boiler Attendant Trainee $32,863.74	10/23/2017
5	Cory Polakowski	Boiler Attendant Trainee $32,863.74	10/23/2017
2	Trina Richardson	Boiler Attendant Trainee $34,206.90	10/23/2017
2	Arnell Spruell	Boiler Attendant Trainee $32,863.74	10/23/2017
2	Taiwan Anderson	Boiler Attendant $37,627.46	11/20/2017
5	James Annunziato	Para Ed Assistant $20,072.58	10/30/2017
2	Justine Hall	Para Ed Assistant $20,075.58	11/20/2017

Ethnic Code	Name	Position and Salary	Date
2	Patricia Alaka	School Secretary I — 10-month $31,217.00	11/01/2017
2	Michael Henry	School Engineer I $41,535.00	11/20/2017
5	Mitchell Lask	School Engineer I $41,535.00	11/20/2017
2	Moses Lewis	School Engineer I $41,535.00	11/20/2017
2	Derrick McCall	School Engineer I $41,535.00	11/20/2017
5	Patrick Brennan	School Engineer II $45,294.60	11/06/2017
2	Rickey Gray	School Engineer II $45,294.60	11/06/2017
5	Daniel Hill	School Engineer II $45,294.60	11/06/2017
2	Aimee Jones	School Engineer II $45,294.60	11/06/2017
2	Timothy Stovall	School Engineer II $47,620.30	11/06/2017
2	Dia Haney	School Engineer III $49,142.08	11/06/2017
5	Scott Sullivan	School Engineer III $49,142.08	11/20/2017
2	Willie Lipson	School Engineer III — 250,000 Ft $51,225.46	11/07/2017
		Rehires	
2	Tamitha Barker	Food Service Assistant $11.52 per hour	11/06/2017
2	Sharita Thomas	Food Service Assistant $11.14 per hour	11/08/2017
2	Brandi Byrd	Para Ed Assistant $18,243.72	11/01/2017
2	Simone Coleman	Para Ed Assistant $18,243.72	10/30/2017
2	Tashiana Webb	Para Ed Assistant $18,243.72	11/06/2017
2	Ranetta Williams	Para Ed Assistant $18,243.72	11/15/2017
2	Cherica Morrise	School Safety Assistant $23,276.17	10/30/2017
5	Jodi Ellis	School Secretary I — 12-month $37,639.00	10/30/2017

Codes

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

Action on Certificated Appointments

Teachers

Codes	Name and Appointment	Division	Salary	Effective Date
4,r	Costilla, Robert Gen Elem & K8 — All Grades	B	$42,459.00	11/13/2017
5,r	Jones, Elliot Gen Elem & K8 — All Grades	B	$41,311.00	11/6/2017
6,r	O'Neill, Kenya Math	B	$41,311.00	11/13/2017
5,r	Oteman, Quinn Multicategorical Comp Sen	B	$41,311.00	11/6/2017
5,nr	Panetta, Julie SAGE	B	$45,322.00	10/16/2017
2,r	Terry, Artist Gen Elem & K8 — All Grades	B	$41,311.00	11/15/2017

Teachers — IB Calendar

Codes	Name and Appointment	Division	Salary	Effective Date
5,r	Leisten, Margaret IDEA Central Service	B	$48,324.00	11/13/2017
4,r	Torres, Guadalupe Bilingual	B	$51,673.34	10/16/2017

Occupational Therapist

Codes	Name and Appointment	Division	Salary	Effective Date
5,nr	Pust, Melissa Occupational Therapist	E	$45,377.00	11/1/2017

Permit Teachers

Codes	Name and Appointment	Division	Salary	Effective Date
5,r	Lengal, Laurine Gen Elem & K8 — All Grades	B	$44,311.00	10/16/2017
4,r	Reyes, Alberto Gen Elem & K8 — All Grades	B	$41,311.00	10/16/2017
4,nr	Robles, Nora Bilingual Education	B	$41,311.00	10/30/2017
4,r	Roman, Angel Special Ed Multicategorical	B	$41,311.00	10/23/2017
2,r	Teran, Ishshah AMP Art	B	$41,311.00	11/1/2017
2,r	Thierry, Athena *NA*	B	$41,311.00	11/2/2017
5,r	Woehler, Lauren AMP Art	B	$41,311.00	10/16/2017

Permit Teachers — IB Calendar

Codes	Name and Appointment	Division	Salary	Effective Date
2,r	Jordan, Lawrence Special Ed Multicategorical	B	$41,311.00	10/17/2017
5,nr	O'Connor, Natalie Science	B	$41,311.00	10/30/2017
4,r	Rosales, Jose Foreign Language	B	$41,311.00	11/6/2017

Codes and Counts

(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 4
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 6
(5) White 8
(6) Other 1
(7) Two or More Ethnic Codes 0
Males 9
Females 10

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, January 2018		
Jenny Sagrillo	Riverside	01/25/2018
Illness Leave, October 2017		
Kelly Pifer	Audubon	10/17/2017
Mark C. Anderson	Bradley Tech	10/26/2017
Traci Fernandez	Bradley Tech	10/27/2017
LaCari Gant	Carson	10/30/2017
Illness Leave, November 2017		
Sarah McGinnis	Lincoln Ave.	11/06/2017
James Metz	Milw. School of Languages	11/15/2017
Sharlane Brown	Roosevelt	11/23/2017

Report on Certificated Resignations and Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.8	5	Gail Behrns	Teacher	Washington HS	10/20/2017
Personal	2.4	5	Thomas Bigus	Teacher	Central Svcs	11/02/2017
Other Work	10.2	6	Tamekia Brownmikker	Teacher	Metcalfe	11/03/2017
Personal	0.2	5	Jessie Buhrow	Teacher	Thurston Woods	10/24/2017
Personal	23.9	5	Jerry Cigliana	Teacher	Central Svcs	11/06/2017
Other Work	0.9	5	Jon Paul Da Prato	Teacher	JMAC	11/17/2017
Other Work	16.2	5	Kristine Gettelman	Coach	Innovation	11/10/2017
Personal	0.1	5	Elizabeth Groat	Teacher	Carson	10/18/2017
Personal	25.1	5	Susan Janowski	Teacher	Central Svcs	10/23/2017
Personal	5.2	5	Kim Krause	Teacher	Green Bay	11/03/2017
Other Work	1.9	5	Kathy Kreie	Teacher	Douglas	11/10/2017
Personal	14.9	5	Jennifer Krutina	Teacher	Central Svcs	06/13/2017
Other Work	5.2	2	Marcelia Nicholson	Teacher	Carver	11/21/2017
Personal	2.2	5	Amanda Ray	Teacher	95th Street	10/27/2017
Personal	0.2	5	James Richie	Teacher	Victory	11/10/2017
Personal	5.1	5	David Strelnick	Teacher	Marshall	11/10/2017
Personal	18.9	2	Craig Tate	Teacher	Rufus King MS	10/20/2017
Other Work	0.2	2	Shamaura Ward	Teacher	Douglas	11/17/2017
Personal	16.1	2	Ada Whitehurst	Teacher	Central Svcs	11/11/2017
Personal	7.1	5	Fawn Wosika	Teacher	Hamilton	11/03/2017
Classified Retirements						
Retire	26.5	5	Vicki Callan	Para	Central Svcs	11/01/2017

Affirmative Action Report

The Affirmative Action monthly transaction report for November 2017 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.

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(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Code	Name	Position	Salary
(4)(r)	Maria Gonzalez Edwards	Principal III, HS — Riverside High School Office of the Chief of School Administration	Schedule 03, Range 15A $123,949
(5)(r)	Bradley Christensen	Principal III, Elementary — Forest Home Office of the Chief of School Administration	Schedule 03, Range 14T $98,679
(2)(r)	Carlos Hubbard	Assistant Principal, Elementary — Hopkins Office of the Chief of School Administration	Schedule 03, Range 10C $80,623
(2)(r)	Mulunda Jones	Assistant Principal, Elementary — Lancaster Office of the Chief of School Administration	Schedule 03, Range 10C $79,957
(5)(r)	Mark Kubicek	Assistant Principal, Elementary — Burdick Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(5)(r)	Erika Minzlaff	Assistant Principal, Elementary — Clarke Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(3)(r)	Sangita Nayak	Assistant Principal, Elementary — Riley Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(5)(r)	Jennifer Klein	Dean of Students — Audubon Middle School Office of the Chief of School Administration	Schedule 03, Range 06C $72,710
(2)(r)	Althea Speaks	Employment Relations Specialist II Office of the Chief of Human Resources	Schedule 03, Range 09A $69,055
(2)(r)	Vickie LeFlore	Planning Assistant III College & Career Readiness Office of the Chief of Academics	Schedule 03, Range 02A $58,169
(2)(r)	Shaneila Agnew	Planning Assistant III College & Career Readiness Office of the Chief of Academics	Schedule 03, Range 02A $44,000

Recommended Re-assignments

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

Code	Name	Position	Salary
(2)(r)	Tiffany Fisher	Principal, Middle IB — Roosevelt Middle School Office of the Chief of School Administration	$112,596
(2)(r)	Ebbie Wells	Principal II, Elementary — Sherman Elementary Office of the Chief of School Administration	$105,566
(5)(r)	Lisa Rosenberg	Assistant Principal In Charge — Fairview Elementary Office of the Chief of School Administration	$86,933

Code	Name	Position	Salary
(2)(r)	Robin Swan	Assistant Principal In Charge — River Trail Elementary Office of the Chief of School Administration	$91,931

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).

Code	Name	Position	Salary and Dates
(5)(nr)	Robin Le Duc	Adjunct Instructor Office of the Chief of Human Resources	$50.00 9/19/17 to 3/19/18
(6)(r)	Ali Hatab	Administrator Coach & Mentor Office of the Chief of School Administration	$40.00 10/01/17 to 4/01/18
(4)(nr)	Hector Valdez	Nutrition Support Office of the Chief of Operations	$35.00 11/13/17 to 5/31/18
(2)(r)	Montreal Cain	Makers Space: Multi-Media Office of the Chief of School Administration	$30.00 10/23/17 to 5/30/18
(5)(nr)	Delphine Gurzynski	Sub Benefit Associate Office of the Chief of Human Resources	$30.00 11/14/17 to 2/14/18
(2)(nr)	Willie Hill	Independent Hearing Officer Office of the Chief of School Administration	$30.00 8/17/17 to 2/07/18
(5)(nr)	Robin Le Duc	Adjunct Instructor Office of the Chief of Human Resources	$30.00 9/19/17 to 3/19/18
(2)(r)	Jacquay Eichelberger	Board Staff Assistant Office of Board Governance	$27.00 10/17/17 to 4/17/18
(2)(r)	Ayanna Jordan Bost	Smart Spaces Classroom Facilitator Office of the Chief of Academics	$25.00 9/01/17 to 8/30/18
(2)(r)	Aria Washington	Juvenile Education Treatment Initiative Program Office of the Chief of School Administration	$25.00 9/11/17 to 3/11/18
(4)(r)	Rachel Ramirez	Project Lead The Way/Artistic/Media Coordinator Office of the Chief of School Administration	$21.00 8/7/17 to 5/31/18

Codes

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

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

* * * * *

(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

B5748, B5749 Authorization to Extend Two Blanket Agreements with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend two blanket agreements with American Lithography and Publishing, Inc., ("American Litho") to provide printing and mailing of the Department of Recreation and Community Services's four seasonal recreation guides.

American Litho was chosen pursuant to RFBs 5748 and 5749. The original blanket agreements provided for two one-year options to extend if certain performance metrics were met. American Litho has met the performance metrics codified in each blanket agreement; therefore, MPS is exercising the first option year for each agreement.

Each extension will run from January 1, 2018, through December 31, 2018. The total cost of printing will not exceed $163,780 in this extension year. (The cost of printing is dependent on the size of the guide: printing of 72-page guides would cost $155,620, while printing of 80-page guides would cost $163,780.) The total cost of mailing is fixed and will not exceed $18,316.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising) $182,096

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 (B5748 only) 200
- Student Career -awareness Commitment (both B5748 and B5749) 10

Report on Change Orders in Excess of $25,000

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

Contract: C26327
Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise

This contract was executed in July of 2017 on behalf of the Department of Specialized Services. Contractor provides in-person American Sign Language interpretation, as needed, for deaf MPS students. The need for these services has increased, as this contract is also used by the Office of Human Resources to support interpretation needs for deaf MPS employees. An additional $29,999 was added to the contract to support these additional needs through the end of the contract term on June 30, 2018.

Original Contract Amount	$ 20,000
Increase	$ 29,999
Adjusted Contract Amount	$ 49,999

— — —

Contract: C026622
Boys and Girls Club of Greater Milwaukee, Inc.

In July 2017, the Board approved a contract with the Boys & Girls Clubs of Greater of Greater Milwaukee, Inc., to provide a Community Learning Center (CLC) at Dr. George Washington Carver Academy of Mathematics and Science. Funds were added to the contract in the amount of $31,000 to provide additional programming and services to the students attending this CLC.

Original Contract Amount	$ 75,000
Increase	$ 31,000
Adjusted Contract Amount	$ 106,000

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 informational reports, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Gwen T. Jackson School	USAgain, LLC.	$30.04	General School Supplies
Bethune Academy	Lynn Leopold	$450.00	Bus Donation
Academy of Accelerated Lrng.	Pete Abraham/Badgerland Striders, Inc	$300.00	Athletic Program
Academy of Accelerated Lrng.	Milwaukee Art Museum	$572.75	Donation for 3rd-grade Classroom
Burbank School	James F Alioto	$50.00	General School Supplies
Bay View HS	Class of 1963*	$1,000.00	Scholarship Fund
Bay View HS	Dale & Barbara Pforr*	$50.00	Scholarship Fund
Elm Creative Arts School	Anonymous Donor	$80.00	Field Trip Cathedral Square
Lloyd Barbee Montessori	Oneida Nation	$650.00	Seed Grant
German Imm. School	YourCause, LLC.*	$16.00	Classroom Supplies
Meir School	Donors Choose	$990.00	Bus Funds
Meir School	DISTek Integration, Inc.	$100.00	General School Supplies
Hamilton HS	UW-Madison Orthopedics and Rehabilitation	$400.00	Athletic Program
Washington HS of I.T.	Community Financial Services Center	$205.00	Support Boys' Basketball Team
Washington HS of I.T.	414 Wireless, LLC	$500.00	Support Boys' Basketball Team
Washington HS of I.T.	Mykal & Betty Riley	$3,000.00	Support Boys' Basketball Team
Washington HS of I.T.	Corbitt Trucking, LLC	$1,000.00	Support Boys' Basketball Team
King Elem School	Brewers Community Foundation	$2,700.00	General School Supplies
Lowell School	North Shore Educators Ins. Agency LLC	$200.00	IB Luncheons
Maryland Avenue School	Sweet Water	$2,500.00	Water Stewardship Funding
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$275.00	General School Supplies
North Division HS	National Medical Fellowships, Inc.	$1,000.00	General School Supplies
North Division HS	Joseph Gerharz	$500.00	Health & Welding Programs
Riley School	Nancy E Luedtke	$200.00	General School Supplies
King HS	Sports-Football Boys	$150.00	Support Football Team
King HS	Kathleen J. Dreyer	$3,000.00	Support Football Team

Location	Donor	Amount	Gift or Purpose
King HS	Marquette E. Baylor	$100.00	Support Football Team
King HS	Hudl Fundraising LLC	$2,779.20	General School Supplies
King HS	Ms. Ann O'Neil	$100.00	Music Supplies
King HS	Clubs-Friends of Islam	$50.00	Club Support
King HS	General School-Guidance	$60.00	Pizza
King HS	Ms. Jennifer Schlegel	$150.00	Music Supplies
River Trail School	Gift/Donations	$50.00	General School Supplies
Story School	Stefanovich Insurance Agency	$201.28	Mindfulness Program Supplies
Trowbridge School	Mark Webster	$50.00	Madison Field Trip
Trowbridge School	Michael T Jones	$100.00	Madison Field Trip
Trowbridge School	Charles Henderson	$100.00	Madison Field Trip
Grant School	PPG Foundation	$2,000.00	All Hands Boat Works Project
	Total Monetary Donations	*$26,059.27*	
Non-Monetary Donations			
Webster School	Aurora Health Care	$400.00	Personal Hygiene Products
Ninety-fifth Street School	Donors Choose	$254.00	Speech Therapy Supplies/Materials
Franklin School	Donors Choose	$600.41	Math & Reading Materials
Burbank School	Martin Luther Lutheran Church	$100.00	Shelving Unit
Burbank School	Pamela Lockett	$200.00	PBIS Incentives & School Supplies
Burbank School	Karen Ivory	$25.00	Boys' Clothing
Burbank School	Shawn Owen	$25.00	Boys' Clothing
Bruce School	Jo-Ann Stores, LLC/Kids In Need Foundation	$13,858.26	School Education Supplies
Forest Home Avenue School	Northwestern Mutual	$1,450.00	Conference Table With Chairs
Forest Home Avenue School	Northwestern Mutual	$1,625.00	Milwaukee Wave Tickets
French Imm. School	Jean Bianchi	$400.00	Nap Mats for K4 Students
German Imm. School	Milwaukee Bucks	$1,000.00	50 Bucks' Tickets
Meir School	Donors Choose	$688.35	Books
Goodrich School	Donors Choose	$230.77	Personalized Learning Supplies
Goodrich School	Donors Choose	$283.27	Classroom Materials
Goodrich School	Donors Choose	$246.48	Supplies for Classroom
Goodrich School	Donors Choose	$299.97	Headphones for Classroom
Goodrich School	Donors Choose	$425.60	Classroom Project Supplies
Goodrich School	Donors Choose	$383.47	Supplies for Classroom
Hawthorne School	Donors Choose	$583.32	Printer and Ink
Kluge School	Donors Choose	$340.00	Nonfiction Classroom Books
Lincoln MS	Cheryl Arnold	$36.00	Payment to Adaptive Athletics
Lowell School	Donors Choose	$655.77	Literacy & Math Station Items
Manitoba School	Donors Choose	$1,261.73	Ink, Dollhouse, Blocks, Games
Manitoba School	Donors Choose	$256.83	Fall Classroom Supplies
Manitoba School	Donors Choose	$462.79	Furniture for Reading Center
Manitoba School	Donors Choose	$1,270.20	iPad and Chairs
Manitoba School	Donors Choose	$1,274.67	Table, Chairs, Tablet, Ink
Ralph Metcalfe School	Milwaukee Chapter of The Links	$182.00	Providing Bus for Civil Ceremony
North Division HS	Donors Choose	$390.29	Drumline Cymbals
Sherman School	Linda's Kids Inc.	$66.00	School Education Support
Milw. Sign Language School	Donors Choose	$393.00	Flexible Classroom Seating
Ronald Reagan HS	Anonymous	$400.00	Swim Team Supplies

Location	Donor	Amount	Gift or Purpose
Ronald Reagan HS	Tom Gulland	$783.55	Football Supplies
Thoreau School	Labels for Education	$25.00	School Education Support
Thurston Woods	Donors Choose	$461.97	Sand and Water Play Project
	Total Non-Monetary Donations	*$31,338.70*	
	Total Value of Donations for December 2017	*$57,397.97*	
	**Donations from MPS Alumni*	*$1,066.00*	

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

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchase as presented above and 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 Committee reports.

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Professional Services

Background

Recommended for the Board's approval at this meeting are:

- Action Fire and Alarm, Inc. for testing, repairing, and recharging fire extinguishers and fire-suppression systems at all MPS Sites;
  Code: BLD 00 BOP DW ECTS ..... $ 114,000.00.
- A/E Graphics for project engineering & design services for printing and distribution services as needed for various projects;
  Code: Various, not to exceed ..... $ 150,000.00

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:

- Total professional services contracts requested $264,000.00

Implementation and Assessment Plan

Upon approval by the Board, professional services contracts will be implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize the 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 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:

- The Hays Group of Wisconsin, LLC, for employee benefits broker/consultant services;
  OBA-0-0-EMB-DW-ECTS ..... $ 450,000
- Occupational Health Centers of the Southwest P.A., for occupational medical services;
  DWC-0-0-EMB-DW-ECTS ..... $ 509,001
- Goodwill Talentbridge LLC, for contingent staffing services;
  SFS-0-0-HRO-HR-ECTS ..... $ 25,000
  Varies by location receiving services ..... $ 3,823,700

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 Exception-to-Bid Requests

Background

The Administration had originally submitted this item to the Committee on Accountability, Finance, and Personnel at its meeting on November 14, 2017, with the recommendation that the Board authorize the following exception-to-bid request:

- Milwaukee Education Partnership for Membership/Dues - Individual Staff Development; SDV-0-0-CTG-DW-EIDU ..... $ 75,000

At that meeting, the Committee took action to forward the item to the Board without recommendation. At its regular meeting on November 30, 2017, the Board took action to refer this item back to the Committee on Accountability, Finance, and Personnel for further consideration at its December 2017 meeting

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 teacher and administrator professional development as well as student character and academic-skills enhancement.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

The original contract provided for two one-year options to extend if certain performance metrics were met. MEP has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

The second contract extension will run from December 1, 2017, through June 30, 2018.

The total cost of the contract in this extension year will not exceed $75,000.

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

Approval of this exception-to-bid request authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon the Board's approval of the exception-to-bid request, 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 exception-to-bid contract with Milwaukee Education Partnership, Inc., for teaching and learning enhancement services, SDV-0-0-CTG-DW-EIDU = $75,000.

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

* * * * *

(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and Extend a Blanket Agreement with Paragon Development Systems, Inc., for Computers

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and extend the blanket agreement with Paragon Development Systems, Inc., to provide 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. This will be the final additional one-year term.

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. Of those funds, approximately $8.5 million remains available, mainly given the shift from large-scale computer purchases for classrooms to Chromebooks. As such, the Administration is not requesting any increase in funds.

This final extension term will run from February 13, 2018, through February 12, 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 is no fiscal impact associated with this item.

Paragon Development Systems, Inc.

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

Student Engagement (hours 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 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 Committee reports.

* * * * *

(Item 8) Action on a Request to Rename Howard Avenue Montessori School and the Dover Street School facility to Bay View Montessori Lower Campus and Bay View Montessori Upper Campus, Respectively

Background

In December 2014, the Board approved the establishment of Howard Avenue Montessori as a K-6 school. In February 2017, the Milwaukee Board of School Directors approved the expansion of Howard Avenue Montessori School into the Dover Street School facility for the 2018-2019 school year. Based on this action, the school community is requesting a name change to reflect the merger of the two campuses. The request is that the Howard building be renamed Bay View Montessori Lower Campus and that the Dover building be renamed Bay View Montessori Upper Campus.

On November 27, 2017, Principal Heidi E. Panosh and SEC Chair Jessica Hinojosa submitted a letter to the Superintendent requesting that the schools be renamed Bay View Montessori Lower Campus and Bay View Montessori Upper Campus. The school administration had surveyed parents, students, and staff in regard to this proposed name change with the options of: Bay View Montessori School, Garden View Montessori School, Howard Montessori School, and Lake View Montessori School. The majority of the school's stakeholders chose Bay View Montessori Lower and Upper Campus.

Howard Avenue also meets the criteria set forth in Administrative Policy 5.01, Facilities, which includes a section (6) on the naming of school facilities:

> b. 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 through the local governance structure of the school and bringing proposed name changes to the Board for approval.

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

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school's FY18 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 the renaming of Howard Avenue Montessori School and the Dover Street School facility to Bay View Montessori Lower Campus and Bay View Montessori Upper Campus, respectively.

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

* * * * *

(Item 9) Action on Resolution 1718R-003 by Directors Falk and Harris Regarding an Inventory of District Property of Artistic, Historic, or Monetary Value

Background

At the Board's regular meeting of July 27, 2017, Resolution 1718R-003 by Directors Falk and Harris, directing the Administration and the Office of Accountability and Efficiency to develop a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value, was referred to the Committee on Accountability, Finance and Personnel. The Resolved portion of the resolution reads:

RESOLVED, That the Board direct the Administration and the Office of Accountability and Efficiency to develop and present to the Board a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value; and be it

FURTHER RESOLVED, That the Administration and the Office of Accountability and Efficiency determine the best way to preserve and store such property once inventoried; and be it

FURTHER RESOLVED, That the Office of Board Governance, in conjunction with the Administration and the Office of Accountability and Efficiency develop policies and procedures governing the inventory, retention, archiving, loaning, donation, and sale of district property; and be it

FURTHER RESOLVED, That the development of these policies and procedures include:

- applicable Wisconsin Statutes;
- a review of existing policies of other Wisconsin school districts and municipalities;
- the applicable policies and procedures of the Milwaukee Schools Historical Society, Milwaukee County Historical Society, Milwaukee Public Library, Wisconsin Historical Society, and other relevant organizations; and
- any other resources deemed appropriate; and be it

FURTHER RESOLVED, That, these policies and procedures include measures to ensure that all property is appropriately cataloged in the district's repository of assets, inclusive of events such as school closings, staff changes, changes to schools' names, and changes to educational programs; and be it

FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the December 2017 Board cycle.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.16, District Accountability System

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will proceed as directed by the Board.

Committee's Recommendation

Your Committee recommends that Resolution 1718R-003 by Directors Falk and Harris, directing the Administration and the Office of Accountability and Efficiency to develop and present a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value, be adopted by the Board, with a report to be brought back to the Board in March 2018.

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

* * * * *

(Item 10) Action on Resolution 1718R-004 by Directors Phillips and Voss Regarding School Nutrition

Background

On September 28, 2017, the Board deferred action on Resolution 1718R-004 by Directors Phillips and Voss, regarding school nutrition, to allow the Administration additional time to complete the analysis and to conduct listening sessions.

The Resolved portion of the resolution reads:

> 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 breakfast 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 at lunch a minimum of three times a week;
> 2. supply trays and/or plates, rather than cardboard or tin cups, 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 and provide school lunch times on school websites.

A variety of methods was used to gather input on the MPS School Nutrition Program, including four student focus groups; online student surveys; and listening sessions. A dedicated email address was established and advertised on the district's website to give those who could not attend a listening session a way to provide input. Approximately 100 students participated in the focus groups, and nearly 16,000 MPS students completed the online survey during National School Lunch Week. The Administration conducted nine listening sessions on the MPS School Nutrition Program. Nearly 200 parents, students, staff, and community members attended these sessions and provided input.

One station focused on identifying the best methods for establishing consistent communication with SNS (School Nutrition Services) relative to the breakfast and lunch programs. Potential methods included comment boxes, tasting stations, student focus groups, student surveys, social media, and appointments with dietitians. Tasting sessions was the most popular method selected, followed by social media, student focus groups, and student surveys.

Another station focused on preferences related to trays and utensils. Based on the input for this station, SNS recently ordered a sturdier five-compartment tray for traditional cooking sites that meet eco-friendly and compostable/recyclable standards. It is expected to arrive at MPS schools later this school year.

All the data and input were reviewed by the Department of Innovation Development and compiled in a report titled "Results from the Nutrition Resolution Focus Groups, Student Survey, and Listening Sessions" (attached to the minutes of your Committee's meeting).

As a result of all the data, feedback, and analysis, SNS will continue the three-week traditional breakfast menu cycle, which provides hot meals a minimum of twice a week. SNS will move towards an 11-day breakfast in the classroom cycle menu, offering additional choices of reduced-sugar and whole-grain cereals and crackers, replacing a whole-grain cracker with a protein item a minimum of once per week, and offering a choice of fresh fruit a minimum of two times per week. Both menus provide students with one cup of fruit daily for breakfast. At lunch, fresh fruits and vegetables are offered a minimum of three times per week.

Each school administrator governs meal times and length of service based on the scheduled curriculum. Posting lunch times on school websites could unknowingly cause safety concerns by identifying the approximate times large numbers of students would be gathered in one location. The lunch schedule may vary during the school year due to testing or unforeseen circumstances. Because all 160 schools are responsible for updating their own websites, ensuring consistency in updating this information would be difficult. In alignment with the resolution, the Administration will continue to work with school leaders to maximize the lunch period.

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

Initial adjustments to the SNS budget include a tray upgrade for an increased annual cost of $10,300 and a utensil upgrade with an increased annual cost of approximately $206,000. Refrigerators needed to support the addition of fresh fruit to the serving line will be a one-time additional cost of about $543,000.The total estimated additional costs for the first year will be $759,300.Year two and beyond will have an estimated additional total annual increased cost of $216,300. SNS will cover these costs through its operating budget and applied surplus.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin implementation.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 1718R-004 as amended below:

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, ~~rather than cardboard or tin cups,~~ 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 ~~and provide school lunch times on school websites~~.

2. direct that quarterly updates on the implementation of the resolution to be brought to the Board through committee.

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

* * * * *

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-012 by Director Voss Regarding Administrative Procedure 8.20

Background

At its regulated November 2017 meeting, the Board referred Resolution 1718R-012 by Director Voss, regarding Administrative Procedure 8.20, School Uniforms, to the Committee on Legislation, Rules and Policies:

WHEREAS, The vision of Milwaukee Public Schools states, "The district and its schools will collaborate with students, families, and the community for the benefit of all"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The Eight Big Ideas operational plan includes improve organizational processes as a strategic objective in the area of effective and efficient operations with the aim for Milwaukee Public Schools to be a leader in using best practices, systems, and processes equitably and efficiently to align and maximize resources; and

WHEREAS, On February 23, 2017, the Board adopted Administrative Procedure 8.20, Uniforms and Student Dress Code; and

WHEREAS, Administrative Procedure 8.20(4)(a) states,

> 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 among parents and the school governance 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. 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.

and

WHEREAS, Producing documentation detailing 66 percent of the school community's agreement consumes time and resources for schools, school leaders, school personnel, and members of the school community; and

WHEREAS, The current procedure does not provide students and families with the opportunity to be fully informed about a school's uniform status prior to enrolling in school through early admissions; and

WHEREAS, An annual change to a school's uniform opt-out status may result in increased costs and confusion for the school and school community's members; now, therefore be it

RESOLVED, That Administrative Procedure 8.20(4)(a)(2) be amended to read as follows:

> A written exemption letter shall be filed with the school's Regional Superintendent by April 1 of the initial implementation year and 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.

and be it

FURTHER RESOLVED, That any school-wide requests to opt out that have been approved for the 2017¬18 school year be valid for five years; and be it

FURTHER RESOLVED, That in documentation detailing the school community's agreement for a school to opt-out of the uniform policy, the school community's agreement or disagreement with the school's request to opt out be calculated by considering only those community members who provide active agreement or active disagreement rather than passive agreement or passive disagreement; and be it

FURTHER RESOLVED, That the Administration be directed to inform all school leaders and school communities of changes to the procedure no later than January 1, 2018.

The resolution is aimed at amending the portion of Administrative Procedure 8.20(4)(a) that focuses on the opt-out component that is part of the MPS uniform policy. Currently, schools must conduct a yearly vote of parents/guardians detailing 66% of the school community's agreement to opt out of the district's uniform policy.

To achieve greater efficiencies, the resolution suggests that this process take place every five-years, instead of every year. Thus, any school's request to opt out that were approved for the 2017-18 school year would be valid for five years.

The Administration supports the intent of the resolution.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.20, Uniforms and Student Dress Code

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will make the necessary changes to Administrative Procedure 8.20, School Uniforms, and submit them through the normal LRP item-referral process.

Committee's Recommendation

Your Committee recommends adoption of Resolution 1718R-012 by Director Voss regarding Administrative Procedure 8.20, School Uniforms.

Adopted with the roll call vote to approve the balance of the Committee 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 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 the Administration the district percentages of students who are receiving special education services in the least restrictive environment (LRE). The Department of Specialized Services's plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

LRE Data

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

Indicator 5A ..... Percent of students with IEPs ages 6 through 21 who were served inside the regular class 80% or more of the day

Indicator 5B ..... Percent of students with IEPs ages 6 through 21 who were served inside the regular class less than 40% of the day

Indicator 5C ..... Percent of students with IEPs ages 6 through 21 who were served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS's LRE data-relative services, as defined by DPI, with Wisconsin's target percentages. The MPS's percent includes all students who have IEPs, including speech and language services.

State of Wisconsin's Target 2016-17	5A: 68.40%	5B: 8.30%	5C: 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%

*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 November's report, there were 13,767 students with disabilities enrolled.

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 2) Report with Possible Action on Community Schools in MPS

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 Community Schools Partnership (MCSP) is a collective strategy to transform schools into a place where students, families, staff, and the surrounding community can work together to ensure every that student is successful.

MPS works collaboratively with the United Way of Greater Milwaukee & Waukesha County and the Milwaukee Teachers' Education Association in the implementation of this locally-developed model in eight MPS schools:

- Auer Avenue Elementary
- Bradley Tech High School
- Browning Elementary
- Hopkins-Lloyd Elementary
- James Madison Academic Campus
- Lincoln Avenue Elementary
- Longfellow Elementary
- South Division High School

Community Schools is a proven model to increase a school's capacity to better engage and align partnerships centered on the self-identified, real-time priorities of schools and communities. The MCSP's model places the focus on the whole child by providing academic supports, social and emotional learning, health and wellness, family and community engagement, and a safe and supportive climate.

Work this year continues to focus on the four critical action steps — engage, aspire, prioritize, and align. An external evaluator has been secured to help ensure fidelity to the model for all schools, to measure impact, and to provide recommendations for continuous improvement.

Additionally, a Community Leadership Council has been meeting quarterly to support this work at a citywide level. The MCSP Community Leadership Council, which is a diverse group of individuals representing various community and faith-based organizations, philanthropies, businesses, institutions of higher education, and family and youth leaders, helps to guide the vision of the Milwaukee Community Schools Partnership, to identify the long-term results, to engage in relevant policy advocacy, and to provide organizational and financial sustainability.

This Council has identified a scale-up plan over the next five years that includes adding new community schools each year, as well as building capacity for those new schools via a readiness cohort.

A short video depicting community schools in action will be shared and can be found online under Milwaukee Community Schools Partnership at https://www.unitedwaygmwc.org/Videos.

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

N/A

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(Item 3) Report with Possible Action on District 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

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. For the third 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. This survey also services to fulfil Wisconsin Statute 119.16(14), regarding a survey of parents.

This year, more than 10,000 families completed the Family Interest Survey. Demographics of those completing the survey were

- 83% female;
- 16% male;
- 37% Black/African-American;
- 27% Latino;
- 22% White;
- 7% of Mixed Race;
- 5% Asian;
- 1% American Indian/Native; and
- 21% who had a child receiving special education services.

All but three schools had at least one survey completed. Schools with the highest number of surveys completed include Allen-Field, AAL, Humboldt Park, Greenfield, Parkside, Mitchell, Longfellow, Milwaukee School of Languages, and Garland School.

Reponses to the survey included:

- 98% of families agreed or strongly agreed that their schools are welcoming to families.
- The top workshops that families said they would attend were:
- 36% of families said they want to volunteer for field trips, and 25% said they want to volunteer in a classroom.
- 32% of families said the best way to notify them of school activities is via text message, 19% said via email, and another 19% said via flyer sent home with child.
- Regardless of day (Monday-Friday), over 65% of families surveyed said evening activities were preferable between 5 and 8 p.m.
- Of those surveyed, 17% prefer school activities be presented in Spanish, 82% preferred English.
- We also asked those surveyed if they knew their schools had a parent coordinator. 28% said they did not.

Every school received a personalized report of the results specific to that school. Depending on those responses, parent coordinators are working to use this input in programming and communication channels throughout the year.

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 has had over 100 attendees at both its October and November meetings this year. Agenda items to date have included family leadership training, bell and bus schedules, executive committee elections, and the long-range Facilities Master Plan. This year, families are also taking action via *ad hoc* committees on topics including human trafficking and bullying prevention.

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 4) Action on Resolution 1718R-013 by Director Voss Regarding School Graduation Ceremonies

Background

At its regular November 2017 meeting, the Board referred Resolution 1718R-013 by Director Voss to the Committee on Parent and Community Engagement:

> WHEREAS, The vision of Milwaukee Public Schools states, "The district and its schools will collaborate with students, families, and the community for the benefit of all"; and
> WHEREAS, Administrative Policy 1.01 Vision, Mission, Core Beliefs, states that "Involved families are integral to increasing student achievement" as a core belief and "Student, family, and community engagement" as a goal; and
> WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, states, "That the school program can better meet the educational needs of children when school personnel recognize that parents and other citizens of the community should serve in a cooperating role of identifying educational needs and the broad goals of achievement for their children"; and
> WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and
> WHEREAS, The Eight Big Ideas operational plan includes rethinking high schools as a strategic objective in the area of academic achievement, with the aim that all Milwaukee Public Schools students will graduate on time with personalized pathways to success in college, career, and life; and
> WHEREAS, High-school graduation ceremonies are a celebration not only of students' achievement, but also of student, family, and community engagement; and
> WHEREAS, The ceremony is a time for family and friends to give honor to graduates' accomplishments; and
> WHEREAS, The graduation ceremony is the closest thing that most American students have to a rite of passage; now, therefore, be it
> RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it
> FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it
> FURTHER RESOLVED, That the new procedure be implemented in the 2017 18 school year.

The resolution directs the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest participation by all members of the school community. The resolution directs that the new procedure be implemented during the 2017-18 school year.

While the Administration is agreeable in terms of developing a new procedure consistent with the resolution, the scheduling and corresponding contracts with venues for the 2017-18 graduations have already been finalized. Thus, the Administration is recommending adoption of the resolution, amended to reflect implementation for the 2018-19 school year.

The proposed amended Resolved portion reads as follows:

> RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it

FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it

FURTHER RESOLVED, That the new procedure be implemented in the ~~2017-18~~ 2018-19 school year.

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.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin working on developing the procedure for implementation in the 2018-19 school year.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-013, regarding school graduation ceremonies, as amended, with implementation to begin in the 2018-19 school year.

Adopted with the roll call vote to approve the balance of the Committee 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) Report with Possible Action on the Transformation Network

Background

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

MPS Equity Problem of Practice: MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

The Transformation Network is an innovative and differentiated approach to using an equitable lens to allocate district resources, supports, and opportunities based on the needs of all stakeholders in our district.

data-driven instruction and inquiry is a precise and systematic approach to improving student learning throughout the year. The inquiry cycle of data-driven instruction, which includes assessment, analysis, and action, is a key framework for school-wide support of all student success. (Engage NY)

The Instructional Leadership Directors (ILD) use the data-inquiry cycle with all school leaders. This inquiry cycle has allowed principal supervisors and principals to determine a focus area based on data to implement support and to analyze the student impact for learning.

The data inquiry cycle is a four-step process:

- Analyze evidence to develop problems of practice: gather and analyze evidence to identify students' learning problems and problems of teaching practice.
- Determine a focus: analyze evidence to identify an instructional leadership focus.
- Implement and support: engage in a series of learning sessions centered on the principal's area of focus.
- Analyze the impact: analyze the results of the instructional leadership inquiry.

This inquiry cycle is aligned to support the overall development and monitoring of the school improvement plan and the support for each school's problem of practice.

The system of support is centered on developing and supporting the growth and capacity of school leaders to improve student achievement in our district.

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

NA

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(Item 2) Report with Possible Action on State Report Cards Results

Background

As part of the state 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 the impact on student success, the Accountability Report Cards also measure chronic absenteeism and dropout rates. This presentation of the State School Report Card results fulfills the requirement in the 2015 Wisconsin Act 55 for the public reporting of state report card results.

State District Report Card

Summary of Overall Accountability Ratings for Schools in the District			
Rating Category	Number of Schools		Percent of Schools
Significantly Exceeds Expectations	4	+1	2.5%
Exceeds Expectations	25	+4	15.9%
Meets Expectations	29	-2	18.5%
Meets Few Expectations	34	-7	21.7%
Fails to Meet Expectations	46	+4*	29.3%
Alternate Accountability — Satisfactory Progress	9	+6	5.7%
Alternate Accountability — Needs Improvement	10	-1	6.4%
Alternate Accountability — No Score	0	0	0.0%

*Four of these schools closed in June 2017

Overall Score — Wisconsin

2015-16	55.3	Meets Few Expectations
2016-17	56.0	Meets Few Expectations

Priority Areas		District Score	District Max Score	State Score	State Max Score
Student Achievement	-0.7	**35.2**	**100**	**66.7**	**100**
English Language Arts (ELA) Achievement		19.7	50	34.3	50
Mathematics Achievement		15.5	50	32.4	50
District Growth	+1.0	**61.3**	**100**	**66.0**	**100**
English Language Arts (ELA) Growth		32.1	50	33.0	50
Mathematics Growth		29.2	50	33.0	50
Closing Gaps	+1.4	**58.8**	**100**	**61.7**	**100**
English Language Arts (ELA) Achievement Gaps		16.4	25	17.3	25
Mathematics Achievement Gaps		16.7	25	16.8	25
Graduation Rate Gaps		25.7	50	27.6	50
On-Track and Postsecondary Readiness	No Change	**68.0**	**100**	**86.5**	**100**
Graduation Rate		26.4	40	36.4	40
Attendance Rate		35.1	40	37.1	40
3rd-Grade English Language Arts (ELA) Achievement		3.8	10	7.0	10
8th-Grade Mathematics Achievement		2.7	10	6.0	10

Updates

- 2015-16 graduation rate improved from 57.9 (WISEdash) to 60.9%
- 2015-16 dropout rate dropped from 7.2% (WISEdash) to 5.1 %
- 23 schools had value-added scores that had +/-10-point or greater change in both overall and growth scores from 2015-16 report cards. These are considered outliers, and care should be taken in the interpretation of scores.

Engagement Indicators

Student Engagement Indicators	Total Deductions: -5
Absenteeism Rate (goal <13%)	Goal not met: -5
Dropout Rate (goal <6%)	Goal met: no deduction

- 74 schools received absenteeism deductions
- 9 schools received dropout deductions

Next Steps

- Decreasing absenteeism
- Moving students from Basic to Proficient in both English language arts and math
- Moving students from Below Basic to Basic in both English language arts and math

Fall 2017

- To better predict Wisconsin Forward Exam and ACT Aspire results, the percentile rank for On-Target has been adjusted in STAR
  - Reading and Early Literacy => 60th Percentile
  - Math => 75th Percentile

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 3) Action on a Request to Approve the District's Contracted Schools' Educational Programming Priorities

Background

On November 17, 2016, the Milwaukee Board of School Directors received a report on the Milwaukee Public Schools' (MPS's) charter school programs and the chartering process. At that time, the Board approved the active process of requests for proposals for educational programming that meets the district's needs and priorities.

In an effort to continue to be a quality authorizer and contracting partner, MPS engages in authorizing charter schools and entering into contracts with partners as a means to foster high-quality schools that meet the district's identified needs and clearly prioritizes a commitment to education through its authorizing and contracting practices.

The Administration, through the Department of Contracted School Services (CSS), supports the development, successful implementation, and ongoing accountability of charter schools, partnership schools, and other contracted educational programs within MPS. CSS is responsible for the continual oversight, performance evaluation, and compliance monitoring of these schools' contracts and programmatic outcomes. CSS promotes innovative educational opportunities by recruiting and retaining high-quality charter and partnership schools, while providing assistance and accountability which supports the schools' ability to effectively meet students' needs.

CSS works to create a collaborative culture in which high-quality charter and partnership schools are given autonomy to effectively implement their educational programs, while being held accountable for results which ultimately have a positive impact on the entire school district. MPS's current portfolio of charter and partnership schools provides a variety of educational options for families.

As the district's needs continue to change and grow over time, MPS continues to work to ensure that the district offers a continuum of services that meet the changing needs of the families and students in the district. The Administration has determined that the district's educational programming needs for schools at this time include, but may not be limited to, virtual schools, schools that provide alternative and appropriate instruction for students with disabilities, schools that provide alternative and appropriate services for students experiencing behavioral challenges, schools that provide services for students that are at risk of not graduating, and schools that provide services and instructional opportunities for students outside of the traditional school day.

These types of school options would meet immediate needs and demands of current students in the district and could likely increase enrollment and/or re-enrollment of students who are currently not enrolled in, or engaged with, MPS. As such, the Administration proposes that it will proceed with active solicitation through requests for proposals, and such other means as permitted, and will accept proposals that may meet these, or other, educational programming needs.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will proceed with active solicitation through requests for proposals, and such other means as permitted, and will invite and accept proposals that meet these, or other, educational programming needs.

Committee's Recommendation

Your Committee recommends:

1. that the Board approve the priorities for the District's contracted schools' educational programming, with the programming needs addressed in paragraph #5 of this item amended to read as follows:

   ...that the district's educational programming needs for schools at this time include, but may not be limited to, virtual schools, schools that provide alternative and appropriate instruction for students with disabilities, schools that provide alternative and appropriate services for students experiencing behavioral challenges, and schools that meet the needs of English-language learners through bilingual and dual-language programs, as well as all other students.

2. that the Administration bring back an item regarding these priorities to the Board by the February 2018 board cycle for further discussion.

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

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(Item 4) Action on J-Term and Summer Academy

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 2018, MPS will offer J-Term, which will run June 4-29, 2018, and Summer Academy, which will run July 2-27, 2018. 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 to strengthen or enhance skills, to recover credits, to acquire credits, and to engage in career-based learning experiences. Offerings include both core courses and electives. Students will also have the ability to enroll in face-to-face credit recovery, Edgenuity 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 will be offered at 21 high schools. Freshman Bridge allows incoming freshman 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 and 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 ropes-and-challenges activities and Restorative Practices.

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 experiences allow incoming sixth-grade students and their 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 the content area of science, and Engage NY 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 J-Term and Summer Academy. Ropes and Challenges, 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 education 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, the natural environment, insects, life cycles, farm life, and integration of arts. Students will engage with community partners through field trips and on-site activities for more student engagement.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

Funding for the Summer Academy totals $3.3 million from Board funds and $1.1 million from extension funds. Funding for J-Term is included in the 2017-18 amended budget and totals $2 million and $800,000 from extension. Costs for summer programs, including Bridge programs held in July, will be determined through the 2018-2019 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, Administration will begin preparing for implementation in the summer of 2018. All summer school programs are contingent upon funding, enrollment, and Facilities and Maintenance Services'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 2018 Summer Academy Plan.

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

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(Item 5) 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 2018-19 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 Department of Public Instruction stating the reasons why it would like the school term to start earlier. The Department of Public Instruction 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 Department of Public Instruction for an early start date (no earlier than August 6, 2018) for the 2018-19 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 2018-19 school year. The request will cite the fact that the post-September 1, 2018, 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 2017-18 school year, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2018, deadline for an early start date for the 2018-19 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 6, 2018) 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, 2018, deadline for an early start date for the 2018-19 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 Committee reports.

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REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP), to the Title I District Advisory Council, and to the MPS Head Start Policy Council.

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(Item B) 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 December 2017 included the following:

Academic Achievement

- Visited various schools, including Maple Tree, Hawthorne, and River Trail
- Attended the skills competition at Bradley Tech High School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:

- — Danae Davis, Executive Director, Milwaukee Succeeds
- — Ashanti Hamilton, President, Milwaukee Common Council
- — David Bowen, State Representative
- — Joshua Parish, Captain, Milwaukee Fire Department

- Attended various district events, including the Black and Latino Male Achievement Mentor Luncheon
- Attended the Milwaukee Education Partnership's meeting
- Attended various community-based events, including the Milwaukee County Office on African American Affairs Youth Re-engagement Session

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - — Darienne Driver, Ed.D., Superintendent
  - — Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
  - — Larry Miller, Vice-President, Milwaukee Board of School Directors
- Met with the Panasonic Foundation to discuss partnership with MPS

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RESOLUTIONS

Director Tony Báez, having previously given notice of his intent in the call of the meeting, moved to suspend Board Rule 1.10(1), which prescribes that "…[u]nless otherwise provided in [the Board's] rules, all communications (except communications from city and county departments and communications from the Board's administrative officers), petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board…," in order to take up immediate consideration of Resolution 1718R-014, below, and to receive public testimony on this Resolution, pursuant to Board Rule 1.09(2).

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain – 7
Noes — 0.

Resolution 1718R-014

By Director Báez

WHEREAS, On October 26, 2017, the Board adopted Budget Amendment #4 to reallocate funds not to exceed $200,000 from contract services and to direct them to fund tuition assistance for up to 50 MPS paraprofessionals, to begin in January 2018; and

WHEREAS, The purpose of the amendment, as discussed at the Board's meeting, was to facilitate the completion of teacher licensure in the greatest areas of need, with a focus on bilingual education and special education; and

WHEREAS, The amendment provided for tuition assistance (as opposed to tuition reimbursement) as an incentive to paraprofessionals who may be ready to attain their teaching licenses or may be very close to doing so because of the credits or degrees which they already hold; and

WHEREAS, This assistance is designed to get paraprofessionals into the classroom as teachers as soon as possible;

WHEREAS, The Milwaukee Public Schools University (MPSU) is a partnership with area universities and organizations that allows MPS to offer and teach credit-level university courses that lead to specific certifications, licensures, or degrees to employees; and

WHEREAS, The MPSU strives to provide educational opportunities in high need areas and to create a pipeline of talent for MPS and career pathways for MPS employees; and

WHEREAS, The MPSU includes a comprehensive application process, parameters for employee eligibility, and supports for program participants; and

WHEREAS, The MPSU has established requirements for its students to maintain a certain grade-point average and an expectation for its students to remain in Milwaukee Public Schools beyond their MPSU experience; and

WHEREAS, The MPSU has an established process for participants to reimburse Milwaukee Public Schools for the cost of the program should they fail to adhere to program requirements; and

WHEREAS, The Milwaukee Teacher Education Center (MTEC) is a local not-for-profit organization that serves as an innovative, performance-based professional development center that recruits, prepares, supports, and certifies highly qualified teachers; and

WHEREAS, The MTEC offers an initial teacher certification program to prepare participants to become certified teachers in critical-need areas; and

WHEREAS, The existence of programs such as those offered by the Milwaukee Public Schools University and the Milwaukee Teacher Education Center make MPS primed to immediately implement the intent of the Board adopted Budget Amendment #4; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a MPSU program for paraprofessionals seeking teacher licensure; and be it

FURTHER RESOLVED, That the $200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals be used to provide the program to paraprofessionals at no cost; and be it

FURTHER RESOLVED, That the Administration immediately send a communication to paraprofessionals about the availability of this opportunity and the process they must follow to apply for the program; and be it

FURTHER RESOLVED, That the Administration be directed to provide to the Board, no later than the March 2018 Board cycle, a report detailing the progress of the implementation of the program.

Director Phillips moved adoption of the resolution, amended as follows:

RESOLVED, That the Board direct the Administration to establish a ~~MPSU~~ program for paraprofessionals seeking teacher licensure; and be it

FURTHER RESOLVED, That the $200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals be used to provide the program to paraprofessionals at no cost; and be it

FURTHER RESOLVED, That the Administration immediately send a communication to paraprofessionals about the availability of this opportunity and the process they must follow to apply for the program; and be it

FURTHER RESOLVED, That the Administration be directed to provide to the Board, no later than the ~~March~~ January 2018 Board cycle, a report detailing the progress of the implementation of the program.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and President Sain – 7
Noes — 0

Resolution 1718R-015

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools provides that "MPS will be among the highest student-growth systems in the country"; and

WHEREAS, The mission of Milwaukee Public Schools provides that "MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHERAS, MPS has identified three goals that are essential to the accomplishment of the MPS's vision and mission, the first being academic achievement; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that "Leadership, educator development, and child-driven, data-informed decision making are keys to student achievement"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes closing the gap as a strategic objective in the area of academic achievement;

WHEREAS, In closing the gap, Milwaukee Public Schools aims to be a national model of excellence in educating all students by providing a rigorous academic program that ensures equitable opportunities for all children to reach their full potentials; and

WHEREAS, Administrative Policy 2.16, District Accountability Systems, states that "the primary purpose of the district Accountability System is to provide information to improve the capacity of schools to continually increase the academic performance of all students"; and

WHEREAS, Administrative Policy 7.38, Balanced Assessment System, states that "the district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research"; and

WHEREAS, the Milwaukee Board of School Directors is committed to full transparency and accountability to the constituents of the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board direct the Administration to report district-wide assessment results to the Board through the Committee on Student Achievement and Innovation on a triannual basis; and be it

FURTHER RESOLVED, That the assessment report include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, district, and school components;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment report be brought to the Board no later than the February 2018 Board cycle.

Referred to the Committee on Student Achievement and School Innovation.

The Board adjourned at 8:30 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 2018

The regular meeting of the Board of School Directors was called to order by Vice-President Miller at 6:35 PM.

Present — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Excused — Directors Báez, Voss, and President Sain — 3

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

- Xavier Shurn, a fifth-grade student at Emerson School, who passed away on December 30, 2017;
- Carlito Wilborn, a tenth-grade student at Milwaukee Marshall High School, who passed away on January 11, 2018;
- Dr. Gordon S. Leonard, a retired supervisor from the Department of Psychology, who passed away on December 29, 2017;
- Erma Cannon, a retired principal, who passed away on January 5, 2018;
- Robert Harris, Jr., a retired principal, who passed away on January 8, 2018;
- Maceo Truss, a children's health assistant at Milwaukee Academy of Chinese Language, who passed away on January 10, 2018;
- Irvin Charne, who was instrumental in the desegregation of Milwaukee Public Schools and passed away on January 10, 2018; and
- Brian Evans, a graduate of Hamilton High School, who passed away on January 9, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Jennifer and Joe Bartolotta

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:

Jennifer and Joe Bartolotta

Jennifer and Joe Bartolotta have been outstanding partners, instrumental in the planning, implementation, and success of the culinary arts programs at Bay View, James Madison, Vincent, and Washington high schools. From the idea's inception two years ago through today, Jennifer and Joe's commitment to the success of this program has been continual and unwavering. The Bartolottas have given a significant investment of time into the culinary arts program — from the start of the program to fundraising to implementation, they have made it work for hundreds of MPS kids. Prior to the program's launch, Joe and Jennifer spearheaded a major gala fundraising effort that raised $185,000.00 for the program. Jennifer and

Joe provided all of the food, beverages, and table service for this gala free to MPS, enabling us to get a good start on the program's implementation.

Both Jennifer and Joe continue their commitment even after the excitement of the start-up of the culinary arts program. This continued commitment provides ongoing momentum and investment of time, talent, and treasure from community organizations and chef mentors.

Jennifer's presence in and influence on the program cannot be overstated: She has recruited top local chefs to work as mentors in our classrooms on a weekly basis and volunteers much of her own time to mentor and lend her expertise to each of the four schools. The mentoring provided by Jennifer and local chefs has been a unique difference-maker for our students and this program. She has made connections for us to numerous partners, using her vast network to plug our teachers into catering and other volunteer events, providing our students with awesome, real-world opportunities. She has worked tirelessly to use that vast network to support the program and to attract positive media coverage. She regularly collaborates with our teachers and administrators to ensure the program's high quality through continuous improvement efforts.

Most recently, Joe and Jennifer's restaurant expertise was critically important to the planning process and construction of our new culinary lab space at Washington High School of Information Technology (WHS). WHS's students are now able to work with the same kind of commercial-grade equipment as that found in restaurants, preparing them for future opportunities in culinary careers. Finally, Jennifer and Joe do not focus only on our schools, but they bring our students into their restaurants. They hire our youth, providing them with income and experience beyond the classroom.

Personally, they keep MPS front and center, applauding and sharing the good-news stories coming out of MPS and providing endless moral support to its leaders and staff. They are the definition of "MPS Champions."

The Milwaukee Board of School Directors recognizes and honors Jennifer and Joe Bartolotta for their 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 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's goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late December through mid-January are included in the following report.

Events/Programs/Announcements

The City Review

The BMO Harris Bradley Center's floor once again belonged to the Milwaukee Public Schools' student athletes as teams from seven MPS schools participated in The City Review. This was the fifth year of the event, which brings some of the area's best players under one roof on one night. The event comes as the district continues to increase athletic opportunities for students.

The schools participating were South Division High School (Boys), Barack Obama SCTE (Boys), Vincent High School (Girls), Rufus King International High School (Girls), Vincent High School (Boys). Washington High School (Boys), Hamilton High School (Boys), and Riverside University High School (Boys).

HERO Headquarters Provides Fun Reading Space for Students

Ha Ha Clinton-Dix, Green Bay Packers' aafety, deserves a Lambeau Leap for his work to promote literacy at Benjamin Franklin Elementary School. Together with partner Quarles & Brady, Clinton-Dix worked with school leadership to build a reading oasis for students. The space, known as HERO Headquarters, was dedicated on Tuesday during a special ceremony at the school.

Franklin students now have a comfortable, cheerful reading space complete with carpet, beanbags, and cozy chairs. The area is decorated in a Green Bay Packers theme, complete with images of Clinton-Dix. Students in pre-kindergarten through grade 8 will be able to browse and enjoy 600 new books that fill the shelves of the HERO Headquarters.

During the kick-off event, Quarles & Brady provided drawstring bags stuffed with books for every student. Having books at home is vital to students who struggle with reading. In low-income households, books are often a luxury. Students were excited to unpack their bags and explore their new books

Clinton-Dix kicked off his Ha Ha's HERO Foundation in 2017 with the goal to support education. Franklin's new reading oasis is his very first HERO Headquarters, and the Packers' safety plans to open two more new spaces this year.

MPS Combined Giving Campaign

Through my role on the Board and as Chair of the Volunteer Engagement Committee, I announced the results of the United Way of Greater Milwaukee & Waukesha County's Season of Caring's goal and participated in the closing ceremony. Milwaukee Public Schools really made an impact through giving and engaging our staff and partners through various volunteer efforts. Congratulations, w surpassed all goals! I was especially proud of MPS when we were recognized for our efforts at the United Way Season of Caring Celebratory Breakfast. MPS hosted the Wisconsin ESSA Leadership Learning Community's working group's meeting at the MPS Foundation Office. This year, MPS's unofficial contribution total is $223,478. Our schools raised $170, 827, and MPS had a total of 1,741 donors.

Anti-Bullying Message Promotes Peace, Healing

I gave brief remarks at an Anti-bullying Music Video release event. Talented MPS students are featured prominently in a new video designed to reach out to bullies and their victims. Tracey Dent, a member of the executive committee of the MPS District Advisory Council, produced the video to suggest solutions for the problem of bullying. Their powerful message promotes peace and healing, a message that we'll continue to promote throughout the district.

Titled *No Amount of Tears,* the video was produced in coordination with the City of Milwaukee Health Department's Office of Violence Prevention and includes an original song by Quinlan Bishop. The video was filmed at Milwaukee Excellence Charter School. Featured are Azaria Giboney, a student at Pierce Elementary School, and powerful vocals by Jahbarri Bradshaw and Ebony Loren of Milwaukee High School of the Arts.

WTMJ 620 AM Interview

I was interviewed by WTMJ 620 AM Radio host John Mercure. The topic was the Be the Spark program, which was created in 2014 to work with MPS students to reach them at a younger age and to begin introducing them to different career paths within business.

WNOV Interview

I shared district updates on Milwaukee's WNOV Radio station with host Jermaine Reed.

Meetings from Late December through Mid-January

(1) I hosted a group of rural district school administrators and state legislators. We boarded a school bus for a full day as we visited four of our schools, highlighting several of our programs and labs. We ended

the day with dinner. This was a phenomenal day and opportunity to collaborate and to deepen relationships with other districts and legislators while showcasing MPS. Kudos to our staff and partners for planning such a special day!

(2) My team and I celebrated our CATP students with a holiday gathering, thanking them for their great work at Central Services.

(2) I held a Bradley Tech Leadership Support meeting, followed by presenting district updates at another Parent Coordinator Institute meeting.

(4) I held the GE Foundation Steering Committee's meeting. We revisited the GE Foundation's goals for the school year, reviewed the budget at a glance, and discussed the GEF grant's updates and special projects.

(5) I met with staff from the National Partnership for Early Childhood Literacy out of Chicago, IL, to discuss a literacy grant opportunity for MPS.

(5) I gave the monthly address at the MPS Principal's Leadership Institute, followed by a meeting with Lt. Governor Rebecca Kleefisch.

(6) I held a phone call with the President/CEO of Superior Support Resources regarding his interest in re-engaging with our Youth Apprentice Program.

Awards/Recognition

MPS Teachers Are Honored for Their Work

This fall, two MPS physical education teachers received awards from Wisconsin Health and Physical Education. Keith Barton from Mitchell School was named Middle School Physical Education Teacher of the Year, and Dave Weidenbach, who teaches at both Honey Creek Charter School and Howard Avenue School (now Bay View Montessori School), was honored with the Jump Rope for Heart/Hoops for Heart Award.

Keith Barton, who has been with MPS more than ten years, has 20 years of teaching experience. He sets an example for his students by maintaining his own physical fitness. With two master's degrees, his career is focused on ongoing learning, adaptation to instruction, and high standards. His work earned him honors as Teacher of the Year.

Dave Weidenbach was recognized for his work with Jump Rope for Heart that goes back to 1992. He exceeded fundraising goals most years and excelled at heart-health awareness in association with the program.

At the awards ceremony, Brett Fuller, curriculum specialist for MPS, was also honored as outgoing past president for his leadership of Wisconsin Health and Physical Education. Fuller received the Channing Mann Physical Education Administrator of the Year Award from SHAPE America last year. This is the fourth time in the past five years that an MPS teacher was named a PE teacher or health teacher of the year.

MPS Student Princess Vaulx Wins Merit Award in National Youngarts Competition

More than 8,000 students from 47 states applied to compete in nine disciplines in the 2018 YoungArts competition. In November, results were finalized, and 700 student artists earned recognition in three tiers. Princess Vaulx, a senior from Milwaukee High School of the Arts (MHSA), was one of 270 performers to win a Merit Award.

Princess's entry required her to perform and submit four songs from different genres of jazz. Her selections were "Autumn in New York" by Vernon Duke, "Sunny Side of the Street" by Jimmy McHugh, "Jeannine" by Duke Pearson, and "Softly, As in a Morning Sunrise" by Sigmund Romberg. She plans to study music in college and is currently considering Howard University and Florida State University.

Princess is the sixth MHSA student to receive recognition from YoungArts since 2011. Milwaukee High School of the Arts has a long reputation in Milwaukee of delivering one of the finest high-school arts programs in the city. Across the district, expanded arts programs are an example of many initiatives that are part of MPS's Eight Big Ideas to improve student achievement, to educate the whole child, and to leverage creativity to enhance the student experience.

Teacher Desire Tyler Honored for Dedication To Dr. King

On Friday, teacher Desire Tyler was surprised in front of her class at Trowbridge School of Great Lakes Studies by Principal Thomas Matthews and representatives from the Marcus Center. Tyler was honored for her dedication to teaching students about the life and beliefs of Dr. Martin Luther King, Jr. During her 30 years of teaching in MPS, King's legacy has been an important part of her curriculum.

Tyler has been active in enrolling her students in the annual Dr. Martin Luther King, Jr., art, speech, and writing contests. At least seven of her students have been winners under her guidance. Milwaukee has celebrated King's birthday annually since 1984 and is one of only two cities in the United States to mark the holiday for this length of time.

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(Item 2) Report with Possible Action Regarding Milwaukee Children's Savings Account Initiative

Background

The Milwaukee Children's Savings Account (CSA) program is an action item contained in a report developed by the Department of City Development titled "Growing Prosperity: An Action Agenda for Economic Development in the City of Milwaukee." This report called for researching national Children's Savings Account models as a strategy to support the academic success of Milwaukee's children and to ultimately grow the City's workforce. Prosperity Now, a national non-profit experienced in designing CSA programs, supported the development of a plan that serves as a guide for the program's implementations

Why Does Milwaukee Need a CSA Initiative?

Growing Prosperity

Only 36.5% of African-American students and only 32.3% of Hispanic or Latino students had plans to go to college, compared with 45.9% of White students and 51.6% of Asian students.

Post-Graduation Plans for Milwaukee Public Schools Class of 2012			
Ethnic Group	College	Vocational or Technical School	Job Training
Asian 51.6%	14.4%	0.8%	
African-American	36.3%	23.6%	0.5%
Hispanic or Latino	32.3%	21.2%	1.7%
Hispanic or Latino	32.3%	21.2%	1.7%
White, Non-Hispanic	45.9%	13.7%	0.8%

Source: Wisconsin Department of Public Instruction, 2012

CSAs are an important strategy for raising young people's expectations for their futures: low- and moderate-income children who have between $1 and $500 in savings for college are three times more likely to enroll in college and four times more likely to graduate than are those whose families do not have college savings.

Milwaukee CSA Initiative's Goals

1. Increase post-secondary educational attainment rates

Reduce the gap in educational attainment and increase the percentage of students who complete post-secondary education to ensure that Milwaukee has a 21st-century workforce that is positioned for economic mobility

2. Improve financial capability

Increase participating the financial capacity of children and their families to enable them to effectively manage financial resources and to improve their financiaI security.

Key Program Features

- Automatic enrollment in kindergarten (K5), with parents having the choice to opt out
- Led by a public private partnership with Edvest
- Program will open a master 529 Edvest account, and parents will be encouraged to open their own personal 529 accounts
- Paired with financial empowerment tools and asset-building services for children and families
- Initial deposit of $25 upon enrollment and incentives for student and family accomplishments

- Intended to serve over 24,000 students during first three years of the initiative

Tracking Outcome Measures

Outcome Measure	Data Source
Attendance rate	MPS/other schools' databases
Children with savings for college	Program database
Children's and families' postsecondary education expectations	Surveys of children and parents/guardians
Standardized test scores	MPS/other schools' databases
High school graduation rate	MPS/other schools' databases
Postsecondary enrollment	National Student Clearinghouse
Postsecondary completion	National Student Clearinghouse

Stakeholder Engagement (Sep-Dec 2017)

CSA Workgroup Members

- WI 529 College Savings Plan
- Boys & Girls Clubs
- Great Lakes Higher Education Guaranty Corp.
- Greater Milwaukee Foundation
- Guaranty Bank
- Journey House
- Secure Futures
- Milwaukee Succeeds
- TIAA-CREF
- United Way of Greater Milwaukee & Waukesha Co.
- MPS

Philanthropy

- Herb Kohl Philanthropies
- MATC Foundation
- Bradley Foundation
- Milwaukee Bucks Foundation

Corporate & Civic

- Milwaukee 7
- Greater Milwaukee Committee
- Metro Milwaukee Assn of Commerce

Education & Policy

- UEDA and Financial Equity Group
- MPS and MPS Board
- Bruce-Guadalupe Community School
- Milwaukee College Prep
- Community Advocates Public Policy Institute

National Networks

- National League of Cities
- Upper Midwest Consortium
- College Kids (St. Louis)
- Promise Indiana
- Harold Alfond College Challenge {Maine)

Lived-experience Focus Groups with:

- MPS Parents & District Advisory Council;
- WWBIC (Make Your Money Talk);
- COA teens

Key Next Steps

1. Confirm data-sharing and partner agreements
2. Identify key partners and champions (e.g., funders, college-access and success leaders, corporations)
3. Identify university partners who can lead research/evaluation and support college access, exposure, and success
4. Convene funders and champions {1st Quarter of 2018)
5. Launch CSA Initiative {2018-2019)

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 3) Report with Possible Action on Tuition Assistance for Paraprofessionals Seeking Teacher Licensure

Background

At its December 21, 2017 meeting, the Milwaukee Board of School Directors took action regarding tuition assistance for paraprofessionals seeking teacher licensure. As part of that action, the Administration was asked to develop an informational report for the January Board meeting outlining the basic elements of the plan to support paraprofessionals in the pathway to becoming teachers.

Below are the details of the eligibility requirements, application process, program non-compliance repayment terms and other fiscal considerations.

Below are the details of the eligibility requirements, application process, program non-compliance repayment terms, and other fiscal considerations:

Eligibility Requirements:

- Must be employed with Milwaukee Public Schools (MPS) for a minimum of two (2) years
- Must have a minimum of 48 credits
- Must be enrolled in a teacher education/certification program
  - letter of acceptance by an accredited college, and
  - proof of enrollment submitted to MPS 30 days prior to the first day of class
- Letters of recommendation from
  - principal or assistant principal
  - teacher
- Must commit to MPS for three years after completion of degree
- Must maintain a 2.5 GPA through duration with the program

Repayment Terms Due to Non-Compliance with the Program:

- Repayment for leaving after becoming a certified teacher:

- — 100%, if leaving prior to completion of one year of employment
- — 50%, if leaving prior to completion of two years of employment
- — 25%, if leaving prior to completion of three years of employment

- Participants must repay 100% of the funds if they decide not to pursue certification

Application Process:

- Opportunity will be posted each semester
- Applicants submit the application materials
- Applications will be reviewed and interviewed by a panel. The selected candidates will be admitted into the upcoming semester.
- Applicants not awarded the scholarship in one year can reapply in subsequent years, if funds are available

Other:

- IRS regulations apply, maximum payment of $5,250 per calendar year
- Payments will be made directly to the accredited college
- Payments are limited to the fiscal year budget approved by the Milwaukee Board of School Directors
- All classes paid under the MPS tuition-assistance program shall not be eligible for MPS tuition-reimbursement program
- Any amounts paid by any scholarship/grants shall not be eligible to be paid under the tuition-assistance program

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01 - General Personnel Policies

By unanimous consent, this item was held until the February 2018 regular meeting of the 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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

As of the writing of this update, officials at the federal level are working to pass legislation that will provide the funding necessary to avoid a government shutdown. At the state level, Assembly Bill 693, concerning new provisions related to student discipline, received an extended hearing and drew strong and consistent opposition.

An update on the results of recent special elections was also provided.

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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

Board Resolutions

1. Background

The OAE has been working on the following projects that have been defined by the Board through the adoption of these recent resolutions.

- Resolution 1718R-002 by Director Bonds to Revise Administrative Policy 6.37, Limited-Term Employment (LTE) Positions;
- Resolution 1718R-003 by Directors Falk and Harris Regarding an Inventory of District Property of Artistic, Historic, or Monetary Value;
- Resolution 1718R-006 by Director Bonds Regarding a District-Wide Equity Audit;
- Resolution 1718R-007 by Director Bonds Regarding a District-Wide Assessment of Substitute Teachers;

Additionally, the Board is considering action tonight on the following resolution.

- Resolution 1718R-011 by Director Bonds Regarding a District-Wide Assessment of Diversification of Workforce.

2. Update

The OAE has been working jointly with the Administration to revise Administrative Policy 6.37, Limited-Term Employment (LTE) Positions. The updated policy should be available for the next scheduled meeting of the Committee on Legislation, Rules and Policies in February 2018.

The OAE continues to work on the balance of the resolutions, consistent with the Board-directed back-by dates for the report. The OAE will also work with the Administration on policy revisions regarding the reporting and approval of salary changes to district staff, consistent with the actions taken by the Committee on Accountability, Finance, and Personnel on January 9, 2018, contingent upon approval by the Board.

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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 Bonds moved to accept the reports of the Independent Hearing Officers of January 3, 8, 11, 12, 16, 17, 18, and 19, 2018.

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

Ayes — Directors Bonds, Falk, Harris, Phillips, and Woodward, and Vice-President Miller — 6.
Noes — 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 One, *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,* was set aside at the request of Director Bonds.
  - — Item Eight, *Action on a Request to Approve an 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,* was set aside at the request of Director Falk.
- From the report of the Committee on Strategic Planning and Budget
  - — Item Three, *Action on a Request to Approve Fiscal Year 2018-19 Budget Parameters,* was set aside at the request of Director Bonds.
- From the report of the Committee on Student Achievement and School Innovation
  - — Item Three, *Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Kathryn T. Daniels University Preparatory Academy,* was set aside at the request of Director Falk.
  - — Item 6, *Report with possible action regarding the U.S. Department of Education Office of Civil Rights (OCR) Compliance Review,* was set aside at the request of Director Miller.

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

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	Tonya Armstrong	Building Service Helper I $12.18 per hour	11/27/2017
2	Tyrees El Amin	Building Service Helper I $12.18 per hour	12/04/2017
4	Alipio Gonzalez	Building Service Helper I $12.18 per hour	12/04/2017
2	Alisha Harris	Building Service Helper I $12.18 per hour	12/04/2017
5	Faye Hollencamp	Building Service Helper I $12.18 per hour	11/27/2017
2	Tiara Johnson Roth	Building Service Helper I $12.18 per hour	12/04/2017
2	Emanuel King	Building Service Helper I $12.18 per hour	11/27/2017
5	Marshall Moeck	Building Service Helper I $12.18 per hour	12/04/2017
2	Criss Ross	Building Service Helper I $12.18 per hour	11/27/2017
2	Matthew Thomas	Building Service Helper I $12.18 per hour	11/27/2017
2	Latisha Allen	Para Ed Assistant $18,315.98	12/04/2017
5	Benjamin Binversie	Para Ed Assistant $18,315.98	12/04/2017
4	Claudia Blanco	Para Ed Assistant $18,315.98	11/27/2017
5	Amanda Cain	Para Ed Assistant $20,148.00	11/27/2017
4	Amy Crumble	Para Ed Assistant $18,315.98	12/11/2017
2	LayShon Davis	Para Ed Assistant $18,315.98	11/27/2017
5	Robert Ehler	Para Ed Assistant $18,315.98	12/05/2017
2	Ann Eubanks	Para Ed Assistant $18,315.98	11/28/2017
5	Jessica Fagan	Para Ed Assistant $18,315.98	12/04/2017
4	Joselynd Falero Rivera	Para Ed Assistant $18,315.98	12/04/2017
4	Luz Gonzalez	Para Ed Assistant $18,315.98	12/12/2017
5	Magen Haffenden	Para Ed Assistant $18,315.98	12/04/2017
2	Letisha Higgins	Para Ed Assistant $18,315.98	11/27/2017
2	Kenneth Hill	Para Ed Assistant $18,315.98	11/27/2017
2	Selena Johnson	Para Ed Assistant $18,315.98	11/27/2017
2	Latoya Keeler	Para Ed Assistant $18,315.98	11/27/2017

Ethnic Code	Name	Position and Salary	Date
2	Maria King	Para Ed Assistant $20,072.58	12/05/2017
2	Jasmine Martin	Para Ed Assistant $18,315.98	11/28/2017
5	Amy Metz	Para Ed Assistant $18,315.98	12/01/2017
4	Juan Ortega	Para Ed Assistant $18,315.98	12/04/2017
4	Carmen Pizarro	Para Ed Assistant $18,315.98	11/27/2017
2	Jordan Ratliffe	Para Ed Assistant $18,315.98	12/11/2017
5	Samantha Rivas	Para Ed Assistant $18,315.98	11/28/2017
4	Kathy Rodriguez	Para Ed Assistant $18,315.98	11/27/2017
4	Araseli Sanchez	Para Ed Assistant $18,315.98	12/04/2017
2	Angelina Selkridge	Para Ed Assistant $18,315.98	12/11/2017
2	Marquita Smith	Para Ed Assistant $18,315.98	11/29/2017
2	Valyncia Traylor	Para Ed Assistant $18,315.98	11/27/2017
5	Aaron Vierck	Para Ed Assistant $18,315.98	12/06/2017
2	Darlene Williams Pittman	Para Ed Assistant $18,315.98	12/06/2017
2	Ariel Wyatt	Para Ed Assistant $18,315.98	12/05/2017
2	Sonji Cheely	School Safety Assistant $22,819.92	12/01/2017
2	Leticia Fifer	School Safety Assistant $22,819.92	12/01/2017
2	Dana Jackson	School Safety Assistant $22,819.92	12/01/2017
2	Ashley Jones	School Safety Assistant $22,819.92	12/01/2017
2	Edward Marshall	School Safety Assistant $22,819.92	12/01/2017
2	Clayton Moore	School Safety Assistant $22,819.92	12/01/2017
		Promotions	
5	Zachary Glembin	Para Ed Assistant $20,147.58	12/04/2017
5	Susan Taddey	Para Ed Assistant $18,315.98	12/06/2017
2	Tsige Wodajo	Para Ed Assistant $18,315.98	12/04/2017
2	Ryan Hansen	Truck Driver (Light) $42,211.00	11/27/2017
		Rehires	
5	Jennifer Bustos	Para Ed Assistant $18,315.98	12/04/2017
4	Elin Chavez	Para Ed Assistant $18,315.98	11/27/2017
2	Erica Mathews	Para Ed Assistant $18,315.98	12/04/2017
2	Porscha Nation-Webb	Para Ed Assistant $18,682.18	12/06/2017

Certificated Appointments — Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Arellano, Jeanette AMP Art	B	$41,476.56	12/13/2017
2,r	Conley Patterson, Sheila Special Ed Multicategorical	B	$41,476.56	12/1/2017
7,nr	Ortiz Alicea, Liznette Special Ed Multicategorical	B	$48,322.00	11/30/2017
5,nr	Pemberton, Breanne Early Childhood Special Ed	B	$41,476.56	11/17/2017

Certificated Appointments — Teachers, IB

Codes	Name and Position	Division	Salary	Date
4,r	Esteves, Yaritza English as a Second Language	B	$47,921.00	11/27/2017
5,r	Knopp, Joseph Multicategorical Comp Sen	B	$49,926.00	12/12/2017
5,nr	Martin, Katie Head Start - ARRA	B	$41,476.56	12/4/2017
2,r	Rogers, Marissa Special Ed Multicategorical	B	$41,476.56	$43,073.00
5,nr	Swim, James Science	B	$41,476.56	12/4/2017
2,r	Teague, Kristopher Science	B	$41,476.56	11/20/2017

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-residents
(r) Residents

1	Native American	0
2	African American	3
3	Asian/Oriental/Pacific Islander	0
4	Hispanic	2
5	White	4
6	Other	0
	Males	3
	Females	7

Report on Certificated Resignations and Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certified Resignations			
Retire	33.0	5	Diane Barbee	Teacher	Hampton	06/12/2018
Personal	0.4	5	Jason Basquin	Teacher	Morse	12/22/2017
Personal	0.2	5	Robin Braun	Teacher	Douglas	11/16/2017
Personal	3.1	5	Amelia Bromirski	Teacher	JMAC	10/20/2017
Personal	0.2	5	Ann Cain	Teacher	Gaenslen	11/07/2017
Retire	26.4	5	Jodi Conger	Teacher	Lincoln MS	05/22/2018
Retire	20.0	5	Elizabeth Davis	Teacher	Garland	06/12/2018
Other Work	1.4	5	Megan Devine	Teacher	Starms	12/22/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	19.7	5	Jeremy Goldberg	Teacher	Thurston Woods	12/01/2017
Personal	0.3	4	Areli Gomez	Teacher	Fratney	12/01/2017
Retire	28.0	5	Andra Gremer	Teacher	Riverside	05/22/2018
Retire	29.5	4	Santa Griego	Teacher	Longfellow	06/12/2018
Personal	1.3	5	Karen Hershenson	Teacher	Hartford	11/22/2017
Retire	42.0	5	David Hojnacki	Teacher	Morgandale	06/12/2018
Retire	32.3	2	Darlena Johnson	Teacher	53rd Street	06/12/2018
Personal	8.2	5	Kristine Kaplan	Nurse	Central Svcs	01/10/2018
Retire	32.9	5	Miriam Koenig	Teacher	Lincoln Ave	06/12/2018
Retire	31.0	5	Eric Losin	Teacher	Meir	05/22/2018
Retire	33.8	5	Ruth Maegli	Chief	Central Svcs	03/23/2018
Retire	27.0	5	Rita Maiorelle	Teacher	Bruce	12/31/2017
Retire	16.0	2	Phyllis Mathews Turner	Teacher	Browning	06/12/2018
Personal	17.2	5	Debra McRoberts	Teacher	King MS	11/20/2018
Personal	1.2	2	Bernadine Muhammad	Teacher	Pulaski	11/30/2017
Retire	31.8	2	Rose Norman	Teacher	Holmes	01/04/2018
Retire	30.6	5	Kimberly Olszewski	Teacher	Garland	06/12/2018
Retire	33.0	5	Kelly Patschull	Teacher	JMAC	05/22/2018
Personal	1.0	2	Ida Pollard	Teacher	Thurston Woods	11/27/2018
Retire	29.9	5	Caroline Pritzlaff	Teacher	Riverside	05/22/2018
Retire	1.8	2	Cheryl Rhodes	Teacher	Congress	01/05/2018
Retire	33.9	5	Stacy Robarge	Teacher	Garland	06/12/2018
Retire	31.0	5	Elizabeth Schoone	Teacher	Neeskara	06/12/2018
Retire	33.4	5	Wendy Schulteis	Teacher	Zablocki	06/12/2018
Personal	0.2	5	Madison Skolnick	Teacher	Douglas	11/24/2017
Retire	34.0	5	Jill Trapp	Teacher	Zablocki	06/12/2018
Personal	0.3	6	Brittany Vilar	Teacher	Grantosa	11/29/2017
Retire	12.8	2	Laurelyn Williams	Teacher	Clemens	06/12/2018
			Classified Retirements			
Retire	31.3	4	Jesus Castillo	Supervisor	Central Svcs	12/02/2017
Retire	25.1	5	Marilyn Kontowski	Sch Sec I	Central Svcs	12/04/2017
Retire	38.0	2	Calvin Leland	Safety Asst	School Safety	12/12/2017
Retire	30.1	5	Lisa Medill	Acctg Asst	Central Svcs	12/04/2017
Retire	10.8	5	David Steinhilb	Safety Asst	School Safety	12/01/2017
Retire	30.0	5	Kevin Wilcox	Engineer I	Emerson	12/02/2017

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, December 2017		
Elena Yakshimamedov	Madison	12/04/2017
Kristina Stuppan	Allen-Field	12/20/2017
Personal Leave, January 2018		
Dyresha Whiteside	Currently on Leave	01/11/2018
Barbara Grundl	Hawley	01/31/2018
Personal Leave, March 2018		
Cathleen Pollock	Morse	03/22/2018
Illness Leave, October 2017		
Laron Glover	Currently on Leave	10/23/2017
Jodi Hockerman	Douglas	10/27/2017

Illness Leave, November 2017		
Caree Thomas	Clarke	11/03/2017
Anjelica Johnson	Hartford	11/16/2017
Ericka S. Johnson	Thurston Woods	11/20/2017
Victoria Landherr	Obama S.C.T.E.	11/27/2017
Bryan Freeman	Doerfler	11/28/2017
Melinda Gladney	Metcalfe	11/28/2017
Illness Leave, December 2017		
Bernadette Kiper	Pulaski	12/18/2017

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.

Director Bonds moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — 0.

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(Item 2) Action on Recommended Administrative Appointments and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

Your Committee recommends that the Board authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated below, to be effective upon approval by the Board.

Codes	Name	Position	Salary
(2)(r)	Ruth Stark Jordan	Head Start Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09A $95,734
(5)(r)	Ashley Adsit	Grant Development Manager I Office of the Chief of Innovation & Information	Schedule 03, Range 11A $83,000
(4)(r)	Christopher Levas	Assistant Principal III — Riverside High School Office of the Chief of School Administration	Schedule 03, Range 12C $81,657
(5)(r)	Michael Schnarsky	Systems Administrator Office of the Chief of Innovation & Information	Schedule 03, Range 06A $80,000
(4)(nr)	Jarely Ruiz	Employment Relations Specialist I Office of the Chief of Human Resources	Schedule 03, Range 08A $77,224
(2)(nr)	Derek Coleman	Assistant Principal I — Sherman Elementary Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(2)(nr)	Femi Jones	Supervisor I Technology Support Office of the Chief of Innovation & Information	Schedule 03, Range 09A $67,289
(4)(nr)	Aydin Madran	Senior Programmer Analyst I Office of the Chief of Innovation & Information	Schedule 03, Range 05A $61,608
(5)(r)	Ericka Stark	Procurement Associate III Office of the Chief of Operations	Schedule 03, Range 05A $55,000
(2)(r)	Karli Tatum	Recreation Supervisor Associate II Office of the Chief of Operations	Schedule 03, Range 04A $48,161
(4)(r)	Elizabeth Herrera	Administrative Assistant III Office of the Chief of Human Resources	Schedule 03, Range 03A $44,703
(4)(r)	Kristyn Wartman	Management Intern Office of the Chief of Human Resources	Schedule 03, Range 04R $33,099

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed below.

Codes	Name	Position	Salary and Dates
(5)(r)	Jesus Castillo	Payroll Supervisor II — Transition Training	$50.00
		Office of the Chief of Finance	1/3/18 to 7/3/18
(5)(r)	Michelle Lakam	Teacher for the Visually Impaired	$40.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Academics	1/16/18 to 7/31/18
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator	40.00
		Office of the Chief of Academics	1/3/18 to 6/22/18
(2)(r)	Laura Johnikin	Enrollment Canvasser	$18.30
		Office of the Chief of School Administration	11/13/17 to 5/13/18
(5)(r)	Cindy Flechner	Special Projects Coordinator	$15.00
		Office of the Chief of School Administration	12/31/17 to 6/12/18
(5)(r)	Nancy McGrew	K4/K5 Class Size Reduction	$15.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18

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 Monthly Finance Matters: Informational Report on 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 informational report on cumulative purchases in excess of $50,000 to ensure compliance with Administrative Policy 3.09(6)(c) is attached to the minutes of your Committee's meeting, as are 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. These are informational reports, and no action is required.

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Parkside School	MKE for All	$5,751.00	Field Trip Fees & Assemblies for ESL and Homeless Students
Monetary Donations			
Alliance HS	Jonathan L. Weimer	$50.00	General School Supplies
Alliance HS	Donald V. Smith	$50.00	General School Supplies
Alliance HS	Patricia & Alberto Macias	$50.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Alliance HS	Victor L. Miranda & Gregoria Castillo Otero	$50.00	General School Supplies
Alliance HS	Charlene M. Kordus	$50.00	General School Supplies
Alliance HS	Judith & Russell Ruland	$50.00	General School Supplies
Alliance HS	Peter & Joann Speca	$50.00	General School Supplies
Alliance HS	Dale & Stephanie Nikolay	$50.00	General School Supplies
Alliance HS	Steven N. Jacowski	$200.00	General School Supplies
Alliance HS	Alice M. Ambrowiak	$500.00	General School Supplies
Alliance HS	Community Advocates	$1,500.00	General School Supplies
Alliance HS	Martin J. Huennekens & Nicholas Lemus	$480.00	General School Supplies
Alliance HS	Rudolph M Kluiber	$150.00	General School Supplies
Audubon MS	Heather Schulz	$112.50	Field Trip Transportation
Audubon MS	Cynthia Eldien	$112.50	Field Trip Transportation
Bay View HS	Class of 1963*	$1,000.00	Scholarship
Bay View HS	Buffalo Wild Wings	$109.68	Football Team Expenses
Bethune Academy	Harrison Kern*	$80.00	Staff Appreciation
Bradley Trade & Tech	The Greater Milwaukee Committee	$1,000.00	Black & Latino Male Achievement Luncheons
Clarke Street School	Daniel & Penny Gentges	$250.00	Attendance Award
Clarke Street School	George F. Roth	$250.00	Attendance Award
Fernwood School	DonateWell	$1,000.00	General School Supplies
Fernwood School	Scoutit, Inc.	$53.41	General School Supplies
Forest Home Avenue School	DonateWell	$1,000.00	General School Supplies
Fratney Street School	La Escuela Fratney PTA	$1,524.00	General School Supplies
Fratney Street School	Elizabeth Montavon*	$200.00	Sunshine Club
Fratney Street School	Laurie Schauer	$20.00	General School Supplies
Fratney Street School	Jennifer O'Hear	$20.00	General School Supplies
Fratney Street School	Anonymous Donation	$30.00	General School Supplies
French Imm. School	Lukas Jeter	$1,000.00	To Purchase Hats, Gloves & Scarves
French Imm. School	Lukas Jeter	$100.00	General Music Supplies
German Imm. School	Frederick P. Kessler	$1,000.00	General School Supplies
Hayes Bilingual School	The Kula Foundation*	$2.47	Burgers for Better Schools (BFBS) Donation-General School Use
Hayes Bilingual School	Carroll University	$500.00	General Music Supplies
Hi-Mount School	Dante Houston	$100.00	General Music Supplies
King HS	Barb Guyer	$500.00	Class of 67 Donation for Auditorium
King HS	Ms. Suzanne Hicks & Ms. Carol Fendt	$50.00	General Music Supplies
King HS	Ms. Ann O'Neil	$100.00	General Music Supplies
King HS	Ms. Jennifer Schlegel	$150.00	General Music Supplies
King HS	Hudl Fundraising LLC	$2,779.20	Hudl Fundraising Hudl Donation
King HS	Marquette E. Baylor	$100.00	Football Team Expenses
King HS	Barbara Merrell	$1,000.00	IB Tests Donation
Lloyd Barbee Montessori	DonateWell	$1,000.00	Year of Pet Donation
Lowell School	Oak Creek Martial Arts LLC	$132.37	Hats & Gloves
Longfellow School	Ernst & Young, LLP	$3,000.00	Match for Education
MacDowell Montessori	MacDowell Montessori PTO*	$1,500.00	Prom Donation
MacDowell Montessori	MacDowell Montessori PTO*	$800.00	Swim Lessons Donation
MacDowell Montessori	MacDowell Montessori PTO*	$1,200.00	Nature's Classroom Fees
Maple Tree School	Ms. Sharon Preuss	$100.00	SPED Donation
Milw Academy of Chinese Lang	Daddy's Soul Food & Grille LLC	$100.00	General Music Supplies
Milw. Sch. of Languages	Skybridge Americas, Inc.	$25.08	General Music Supplies

Location	Donor	Amount	Gift or Purpose
Milw. Sch. of Languages	Frederick P. Kessler	$2,000.00	Immersion Education
Parkside School	Natural Resources Foundation of Wisconsin	$1,000.00	General School Supplies
Pulaski HS	Howard Callif	$100.00	General Music Supplies
Ronald Reagan HS	Ted D. & Mary Kellner	$1,000.00	Urban Promise Donation
Trowbridge School	Association of Realtors, Inc.	$500.00	General School Supplies
Vieau School	Allen Bark	$250.00	General Athletic Supplies
Washington HS of I.T.	Mark A. Sain	$100.00	Boys Basketball Expenses
Washington HS of I.T.	Eric Keeler*	$25.00	Boys Basketball Expenses
Washington HS of I.T.	Running Rebels	$500.00	Boys Basketball Expenses
Washington HS of I.T.	Jabari Parker	$3,000.00	Boys Basketball Expenses
Washington HS of I.T.	Jonathan & Cindy Leinfelder	$500.00	Boys Basketball Expenses
Conservatory	Cynthia R. Eastern	$25.00	General School Supplies
	Total Monetary Donations	*$34,231.21*	
Non-monetary Donations Over $5,000			
Facilities and Maintenance Services	Studio Gear	$9,000.00	AV Screens
Facilities and Maintenance	St. Alphonsus	$13,600.00	HS Desks
Facilities and Maintenance	Port Washington HS	$1,640.00	Student & Teacher Desks
Facilities and Maintenance	Northwestern Mutual	$500,000.00	Conference and Meeting Tables, Chairs and Files
Total Non-Monetary Donations Over $5,000		*$524,240.00*	
Non-monetary Donations			
Bruce School	Cathy Aguillard Wroblewski	$6.00	3 Coats
Fairview School	Labels for Education	$250.00	Visa Gift Cards
French Imm. School	Paul Kasten	$250.00	Artwork
French Imm. School	Lukas Jeter	$700.00	Musical Instruments
Gaenslen School	Worldstrides Travel Program	$100.00	Amazon Gift Card
German Imm. School	Milwaukee Bucks	$500.00	Bucks Tickets
Goodrich School	Donors Choose	$930.25	General School Supplies
Goodrich School	Donors Choose	$359.97	Headphone
Goodrich School	Donors Choose	$353.04	General School Supplies & Chair
Hampton School	Kathleen Schell	$180.85	General School Supplies
Hampton School	Jane Konkel	$35.00	School Art Supplies
Hopkins Street School	Hephatha Lutheran Church	$225.00	Backpacks with School Supplies
Hopkins Street School	Hephatha Lutheran Church	$225.00	45 Fleece Blankets
Kluge School	Donors Choose	$331.06	General School Supplies
Kluge School	Donors Choose	$315.00	Stem Materials
Lloyd Barbee Montessori	Donors Choose	$208.76	Peace Tolerance Montessori Items
Lloyd Barbee Montessori	Donors Choose	$716.86	Team Montessori Ready-Represent
Lloyd Barbee Montessori	Donors Choose	$256.08	Little Montessori Cooks
Lloyd Barbee Montessori	Donors Choose	$1,166.53	Montessori Cooking & Feeling Fine
Lloyd Barbee Montessori	Donors Choose	$279.51	Toaster, Diffuser, Markers & Oils
MacDowell Montessori	Donors Choose	$618.77	Physics Supplies
MacDowell Montessori	Donors Choose	$455.63	Books
MacDowell Montessori	Donors Choose	$365.33	Outside Equipment
Meir School	Donors Choose	$259.99	General School Supplies
Meir School	Donors Choose	$733.58	Books
Ronald Reagan HS	Grace Lutheran	$300.00	Music Instruments
Ronald Reagan HS	Anne Wallschlaeger	$100.00	Music Department
Wedgewood	Milwaukee Bucks	$240.00	Milwaukee Bucks Tickets
Zablocki School	UWM Foundation	$100.00	Gift Card
Zablocki School	Alaina Beatka	$200.00	Clothes

Location	Donor	Amount	Gift or Purpose
Zablocki School	Debbie Smogoleski	$75.00	Clothes
	Total Non-Monetary Donations	*$10,837.21*	
	Total Value of Donations for January 2017	*$575,059.42*	
	**Donations from MPS Alumni*	*$4,807.47*	

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 Committees' reports.

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

Background

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

- Education Resource Strategies, Inc., for organizational development consulting services;
  Code: HXP-0-0-SSF-DW-ECTS..... $ 365,000

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 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 place this item on file.

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

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

- Hubbard, Wilson, Zelenkova, LLC, for lobbying services;
  Code: ADT-0-0-OBOARD GOVERNANCE POLICY-OB-ECTS..... $ 80,000

- Baker Tilly Virchow Krause, LLP, for the annual audit of financial statements and account;
  Code: SCF-0-0-CTG-DW-EAUS ..... $ 525,120
  Code: ADT-0A-1Ax-xx-EAUS..... $ 100,000

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 or 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 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 6) Action on the Award of Exception-to-Bid Request

Background

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

- Arts@Large, Inc., for teachers' professional development;
  Code: SDV-0-S-VD8-CI-ECTS..... $ 84,537.84

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 exception-to-bid request 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 Resolution 1718R-011 by Director Bonds Regarding a District-Wide Assessment of Diversification of Workforce

Background

At its November 2017 meeting, the Board referred Resolution 1718R-011 to its Committee on Accountability, Finance, and Personnel.

At its meeting on December 12, 2017, the Committee on Accountability, Finance, and Personnel voted to hold the following item in committee until its January 2018 meeting.

The Office of Accountability and Efficiency agrees with the intent of the resolution, the Resolved portion of which reads:

> RESOLVED, That Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce, policies, procedures, and practices; and be it
>
> FURTHER RESOLVED, That the assessment include, but not be limited to, a review of:
>
> - policies, procedures and practices, including those around promotion;
> - employee and community perceptions;
> - conflicts and complaints;
> - legal requirements;
> - turnover rates and employee morale;
> - workforce demographic data; and
> - benchmarking analysis; and be it
>
> FURTHER RESOLVED, That assessment methods include, but not be limited to:
>
> - surveys;
> - data review;
> - focus groups; and
> - individual interviews; and be it
>
> FURTHER RESOLVED, That a report detailing the findings of the analysis and recommendations for improvements in workforce diversification be provided to the Board no later than the March 2018 Board cycle.

The Office of Accountability and Efficiency is recommending its adoption.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.02, Equal Employment Opportunity

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide assessment of diversification of workforce.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-011 by Director Bonds, with a report to come back to the Board by the May 2018 board cycle.

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

* * * * *

(Item 8) Action on a Request to Approve an 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

At its meeting on December 12, 2017, the Committee on Accountability, Finance, and Personnel voted to hold the following item in committee until its January 2018 meeting.

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 developed 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 term of the current lease agreement is from July 15, 2013, through June 30, 2018, with an option to extend two additional five-year terms.

The Administration is interested in continuing the relationship with Carmen through a lease amendment that will more accurately reflect the associated lease rate for building use, identify acceptable alterations, and extend the current term of the lease by one year in order to align the lease term with the charter contract's term that was approved by the Board on June 29, 2017.

The amended lease term shall commence on July 1, 2018, for one (1) additional year, terminating on June 30, 2019.

The amended lease space shall be for 133,509 square feet as detailed in Exhibit A of the amended lease.

The amended lease's extension requires that Carmen provide the Board written notice of its desire to extend the term of the lease at least 90 days prior to the end of the term; that the Board formally approve an extension or renewal of Carmen's charter contract; and that the Board and Carmen mutually agree to extend the lease.

The amended lease's improvements and alterations sections define permissible improvements and provides for potential rent credits based upon Carmen's completion of eligible capital improvements.

The mended lease rate schedule is as follows:

- July 1, 2017, through June 30, 2018 $639,540
- July 1, 2018, through June 30, 2019 $639,540

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. Projected total revenue from the amended lease rate schedule is $1,279,080.

Implementation and Assessment Plan

Once approved by the Board, the lease amendment with Carmen, as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed Amendment to the Lease Agreement between Milwaukee Public Schools and Carmen High School of Science and Technology, as attached to the minutes of your Committee's meeting.

Director Falk moved to approve a one-year lease with Carmen High School of Science and Technology and to direct the Administration to negotiate space allocations with the school for leases going forward.

The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — 0.

Vice-President Miller passed the gavel to Director Falk at 7:32 PM.

Director Falk returned the gavel to Vice-President Miller at 7:34 PM.

* * * * *

(Item 9) Action on Compensation Changes for the Period January 1, 2017, to December 31, 2017

Background

In accordance with Administrative Policies 4.10, Employee Reclassification, and 4.11, Salary Increases/Decreases, the Superintendent is bringing forward a report of compensation changes for the period from January 1, 2017, to December 31, 2017. All changes are within the range of the new salary level and are due to restructuring of duties, to internal equity, or to job study.

		Level		Salary	
Old Title	New Title	Old	New	Old	New
Assessment Specialist III	Manager I — Assessment	10A	11A	$101,295.87	$105,348.00
Dietician Specialist I	Supervisor I — School Nutrition Serv	08A	09A	$84,069.32	$87,432.00
Pension Analyst I	Coord II — Data Systems	05A	07A	$53,658.27	$61,001.00
Curriculum Specialist IV	Mgr II — Liberal Arts	11A	12A	$102,812.20	$106,924.00
Senior Director — School Transformation	Senior Director — School Transformation	16A	16A	$123,653.00	$132,000.00
Senior Director — Financial Plan & Bdgt	Senior Director — Financial Plan & Bdgt	16A	16A	$124,695.98	$132,000.00
Mgr III — Parent & Student Ser	Mgr III — Parent & Student Ser	13A	13A	$107,634.60	$113,016.00
Director II — Organizational Dev	Director II — Organizational Dev	15A	15A	$127,936.80	$129,771.00
Planning Assistant III	Planning Assistant III	02A	02A	$44,415.69	$46,192.00
Manager II-Performance Management	Manager II-Performance Management	12A	12A	$94,385.00	$103,823.00
Management Intern — Salaried	Management Intern — Salaried	4R	4R	$33,227.04	$35,000.00
Paralegal	Risk Management Analyst I	02A	05A	$47,061.60	$53,000.00
Spec Assist to Superintendent	Spec Assist to Superintendent	05A	07A	$69,666.20	$75,240.00
Senior Support Technician II	Coord I — Infinite Campus	04A	06A	$69,557.70	$75,123.00
Volunteer Serv Associate I	Volunteer Serv Associate I	03A	03A	$46,230.89	$50,000.00
Auditor I	Performance Auditor I	04A	04A	$50,364.52	$54,542.00
Auditor I	Performance AuditorI	04A	04A	$50,364.52	$54,542.00
Audit Supervisor II	Mgr I — Performance Audit	10A	11A	$102,124.14	$106,209.00
Asst Board Clerk (Manager II)	Asst Board Clerk (Manager II)	11A	12A	$107,125.89	$111,411.00
Construction Engineer	Construction Engineer	09A	11A	$93,006.06	$100,447.00
Board Policy Coordinator III	Spec III –Board Pol & Rec Man	08A	10A	$77,730.21	$83,949.00
Board Staff Coordinator III	Spec III - Board Information Officer	08A	10A	$72,081.00	$77,848.00
Records Management Assistant III	Assoc II-Records Management	02A	04A	$44,415.69	$47,969.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 4.11, Salary Increases/Decreases

Fiscal Impact Statement

In accordance with the FY2017-18 approved budget.

Committee's Recommendation

Your Committee recommends that:

1. there be monthly reporting of all reclassifications and compensation adjustments included in the administrative appointments item brought to the Board through the Committee on Accountability, Finance, and Personnel;
2. the Board direct the Administration to fully comply with Administrative Policy, 6.19, Staff, which states that, "before any new position is established, the superintendent shall present for the Board's approval a job description setting forth the functions, duties, responsibilities, and qualifications of the position";
3. the Administration bring a report to the Board during the February Board cycle to include detail on the role of the Compensation Review Committee, the history of titling conventions in MPS, and the rationale for implementing the current titling conventions in MPS; and
4. Board Governance Policy 4.11, Salary Increases/Decreases, and any other relevant policies on employee compensation be revised to require that the Superintendent bring to the Board for approval any position reassignment, either permanent or on an acting basis, that results in an employee of MPS receiving a salary increase or decrease, excluding underfill.

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 Department of Black and Latino Male Achievement

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 Milwaukee Board of School Directors approved four staff members for the Department of Black and Latino Male Achievement (BLMA) — Juan Báez, Ed.D., Director; LaNelle Ramey, Director; Paul Moga, Coordinator; David Castillo, Planning Assistant; and Sergio Muniz, Public Ally. The BLMA Team began on August 14, 2017. Each member brings diverse perspectives and experiences to the department.

The department reports directly to Superintendent Darienne Driver and works to analyze data and to adopt local and national best practices that result in improved academic and life outcomes for students.

Over the last three months, the Department of Black and Latino Male Achievement has been working in each of the five priority strategies in the following ways:

1. Selected four pilot schools with BLMA Metrics Committee for the Manhood Academy
2. Alignied MPS Way Framework and Culturally Responsive Practices to the Manhood Academies and district community schools
3. Developed communications plan to begin promoting positive narratives about Black and Latino male students
4. conducted listening sessions at 16 middle and high schools, engaging over 400 hundred Black and Latino male students
5. Engaged more than 20 community partners, businesses, and potential funders regarding support for the Department of Black and Latino male achievement
6. collaborated with MATC and UWM around short- and long-term strategies for the recruitment and retention of teachers, including Black and Latino male teachers
7. Presented departmental priorities strategies at the Milwaukee Metropolitan Association of Black School Educators

The following is an update on the work of the Department since September 2017.

Key Messages

- Black and Latino male students are assets to our schools and community.
- Black and Latino male students are not broken, the system is.
- BLMA is not a savior, but a partner in improving academic and life outcomes for Black and Latino male students.
- BLMA is a hub of work happening at the city, state, and national level.
- BLMA aims to collaborate with both internal and external stakeholders.

Priority Strategies

Connect with local & national initiatives on best practices to:

- launch manhood-development academies
- improve school design, culture, and climate
- promote positive narratives about Black and Latino young men
- promote Black and Latino male mentorship
- recruit Black and Latino male teachers and administrators
- develop BLMA's sustainability plan and dashboard.

School-selection Process

- BLMA's Metrics Team created a school-selection questionnaire and rubric
- BLMA's Directors engaged in a conversation with school leadership teams
- Responses were scored.

Project Plan

- Overview
  - — Research
  - — Guiding Principles
  - — Mentoring
  - — Field Experiences
- Timeline

Improve School Design, Culture and Climate

MPS Way Framework

- Students: Create more equitable system through culturally-responsive teaching that addresses needs of Black and Latino males
- Educators: Increase capacity of educators at pilot sites to work with Black and Latino males

- Approach: Develop an equity-centered approach to impact upon Black and Latino males' achievement

Promote Positive Narratives about Black and Latino Boys and Young Men

Overview

— Communications Plan
— Website
— Newsletter
— Photography/Videographer

Connections

- Manhood Academies
- School Design, Culture and Climate
- Community and Family Engagement
- Black and Latino Male Mentorship

Black and Latino Male Mentorship

- First Thursday Mentor Luncheons at Bradley Tech and Washington HS
- Monthly themes
- 37 mentors recruited
- 60-70 young men

Recruit Black and Latino Male Teachers

- Collaboration with MATC and UWM; short- and long-term strategy teams
- Internal collaboration around current recruitment and retention practices, including the development of new practices
- Exploring current pipelines and potential opportunities

Sustainability Plan

- National partner: Campaign for Black Male Achievement
- Foundations and local companies
- Office of African American Affairs supporting positive narrative campaign
- Collaboration with MPS Foundation and Grants team

District Indicators for Black and Latino Male Students

These are indicators for college and career readiness. All schools will monitor these indicators for Black and Latino male students through an equity lens.

- Attendance K-12 (90% or higher)
- Frequency of office discipline referrals (odrs) and suspensions
- 4th-grade math and reading proficiency
- 8th-grade math and reading proficiency
- 9th-grade GPA (3.0 or higher)

Priority Strategy Metrics

BLMA Metrics Committee will support in:

- establishing a dashboard focused on qualitative (the story) and quantitative (the numbers) data to measure our priority strategies' impact and implementation;
- identifying community-based researchers whose work supports the development and measurement of activities similar to the Department's work.

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

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(Item 2) Report with Possible Action on Leadership Associates Program (LAP)

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 October 2017, a team of administrators and board members attended a three-day work session for the Leadership Associates Program (LAP) as part of the partnership with the Panasonic Foundation to address inequitable systemic practices in the district. This was the fifth LAP visit since the district began working with the Panasonic Foundation in 2014 and is the district's second major project with the Foundation. The first project was the creation of the monthly Instructional Rounds for principals to support their professional development.

An in-depth analysis of the data by the team that attended LAP in the Fall of 2016 focused on students who repeat 9th grade and indicated that improvements are needed in the areas of systems and practices related to school culture.

The team determined that an important focus moving forward in the work with the Panasonic Foundation should be addressing the issue of students repeating 9th grade through refining school culture to focus on instructional leadership and data inquiry, which the team has named "The MPS Way." Subsequently, the team reviewed current research on school culture and climate and the district's related definitions and practices. It was the team's decision to improve upon the current system for using the district's school culture and climate survey data based on the 5Essentials research out of the University of Chicago Consortium on School Research, which has found that schools strong in the areas of effective leadership, collaborative staff, family engagement, ambitious instruction, and supportive environment demonstrated growth in attendance and math and reading achievement in school-improvement efforts

The team created a model for continuous improvement based on the 5Essentials and has established a cross-departmental steering committee of individuals, including Research & Evaluation, School Transformation, Strategic Planning, Professional Development, Talent Management, Student Performance and Improvement, School Administration, and Family Engagement. The committee meets bi-weekly, with a focus on three main areas:

1. creating a school-based system for the School Improvement Plan (SIP) and District Improvement Plan (DIP) that communicates a clear framework for data inquiry and continuous improvement which can be supported and accounted;
2. Central Services supports aligned to the 5Essentials and Continuous Improvement and are based on the needs of schools, as shared in their SIPs; and
3. creating a communication plan that engages all stakeholders to take ownership of school improvement.

At each meeting, members of the committee provide updates on their pieces in the action plan related to one of these three main areas and consult with each other on work moving forward. Some of the current work products from the committee include changing the current structure of the SIP to align to the 5Essentials, creating protocols for data analysis, and clearly defining the roles and responsibilities of all stakeholders in a continuous-improvement system. The committee determined that four outcomes that would be achieved after three to five years of this work are:

1. aligned district practices that prioritize culture and climate for school improvement
2. improved attendance rate
3. improved math proficiency
4. improved reading proficiency.

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.

* * * * *

(Item 3) Report with Possible Action Regarding the Community Feedback Survey

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

Background

At the November 2017 meeting of the Committee on Strategic Planning and Budget, the following high-leverage strategies to improve student achievement were identified as part of the budget process:

1. busing
2. one instructional calendar
3. a long-range Facilities Master Plan
4. initiatives to celebrate our students and schools
5. regional development plan/program offerings
6. program placement and alignment.

As part of that discussion, the Board was interested in garnering a high level of community input. Subsequent to this, the district developed a survey that was launched in advance of the winter break. We have also canvassed neighborhoods and district events andlocations where there are high numbers of individuals and families in attendance. To date, 4,045 responses have been recorded. A snapshot of the feedback follows:

Of the 4,045 responses:

- 42.2% responded as MPS employees
- 43.1% responded as a parent/guardian
- .8% of the surveys were taken in Spanish.

The General Grade Levels Served:

- 16.8% Does not apply
- 41.6% Elementary
- 6.9% Middle School
- 15.8% High School
- 15.2% Multilevel

Most Common Zip Codes:

53207 (688)
53215 (354)
53221 (240)
53208 (208)
53222 (193)
53212 (192)
53219 (161)

Calendar Preferences:

- 48.8% Two-week-long winter break vs. 51.2% School starts one week later in August
- 64.5% Day before Thanksgiving off vs. 35.5% Easter Monday off
- 69.2% Spring break the week after Easter vs. 30.8% Spring break the week before Easter

Program Preferences:

- Science, technology, engineering, art, and math (STEAM)
- AP/IB

Transportation Priority Preferences:

- safer passages for walking
- more access to busing outside the walk zone
- smaller walk zones
- shorter ride times

Deeper Dive: Data suggests that there are differences in who respondents are and how they responded in some areas. For example:

- 61.1% of parents/guardians want school to start one week later in August
- 43.1% of staff want school to start one week later in August

Please see the attachment to the minutes of your Committee's meeting for additional information on survey results.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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 Falk 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 Regarding Community Engagement and Outreach Efforts

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

Background

The first meeting of the Committee on Strategic Planning and Budget regarding the FY19 budget process was held on November 28, 2017. As a result, the MPS community began the process of defining budget parameters and high-leverage strategies to be used in the planning and development of the 2018-19 (FY19) budget. At that time, identifying methods of getting community input and participation in the budget process was discussed. Because community feedback is a critical piece in further refining the major initiatives that the FY19 budget will include, a number of approaches to engage the community and gather this feedback have been identified. These include, but are not limited to:

- developing a community survey;
- canvassing neighborhoods;
- attending district events/locations with high family and community attendance;
- implementing community conversations;
- communicating through business partners;
- social media venues; and
- budget updates provided at the meetings of the District Advisory Council (DAC), school leaders, and parent coordinators.

The Community Survey was designed for online, backpack, and canvassing-style engagement. Participation has been steady, with more than 4,000 responses recorded as of January 9, 2018. Parent coordinators assisted at the school level by promoting the survey, encouraging parents/community members to take the survey, and providing paper copies for those who preferred that format. Canvassers brought the

survey to neighborhoods throughout the city and locations with high family and community attendance, such as recreational sites, malls, grocery stores, and MPS events. The survey remains open.

To include as many voices as possible in shaping the district's work for FY19 and beyond, the Community Conversations model will be launched in late January. In this model, outreach will be expanded to engage the community in venues which families frequent, such as coffee shops, theaters, libraries, and community centers. Topics will be broad, but will be facilitated through a fiscal lens. Neighborhoods and community groups will be encouraged to gather input from their members around the topics and to share the conversations with the district.

The Administration will provide regular updates on the collective efforts of the MPS community to gather feedback from our stakeholders.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04, Community Involvement in Decision Making

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(Item 2) Report with Possible Action on Fiscal Year 2018-19 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, as attached to the minutes of your Committee's meeting, will support fiscal decision making to maintain or to improve essential school operations services.

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.

* * * * *

(Item 3) Action on a Request to Approve Fiscal Year 2018-19 Budget Parameters

Background

The Administration requests approval of budget parameters to be used in the planning and development of the fiscal year 2018-19 budget (FY19). FY19 is the second year of the State's biennial budget cycle. As such, the state parameters are 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.

Implementation and Assessment Plan

The Administration will prepare the proposed fiscal year 2018-19 budget that will reflect the priorities and parameters set by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the Fiscal Year 2018-19 Budget Parameters to:

1. be prepared based on the state's adopted budget — specifically, no annual increase in the per-pupil revenue limit for school districts;
2. maximize the revenue limit;
3. identify necessary spending reductions to fund raises for employees, with those raises and budget considerations to start in the classrooms;
4. identify necessary spending reductions in order to allocate funds to schools in a manner that preserves or decreases class size;
5. identify necessary spending reductions to maintain a balanced budget: and
6. consider all departments for possible reductions to balance the District's budget.

Director Bonds moved to adopt the Committee's recommendation and to expedite the Road to $15 by bringing all employees making less than $15 up to $15 per hour within the 2018-19 budget cycle as a seventh budget parameter.

Vice-President Miller made a substitute motion to approve the Committee's recommendation and to expedite the Road to $15 from a five-year process to a three-year process.

The substitute motion prevailed, the vote being as follows:

Ayes — Directors Falk, Phillips, Woodward, and Vice-President Miller — 4.
Noes —Directors Bonds and Harris — 2.

Vice-President Miller passed the gavel to Director Phillips at 7:40 PM.

Director Phillips passed the gavel to Vice-President Miller at 7:42 PM.

* * * * *

(Item 4) Action on a Request to Approve the Timetable for the Fiscal Year 2018-19 Proposed Budget

Background

The following proposed budget timetable is being presented in accordance with State Statute 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."

Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
June 2017-March 2018	Collection of a variety of inputs, ideas, costs with analysis of their impact for fiscal year 2019 (FY19) budget planning.	Administration

Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
September 21, 2017	Committee on Strategic Planning and Budget meets to discuss the FY18 fall adjustment process and implications for FY19 planning.	Board
October 2017-April 2018	MPS engages the community on broad topics to identify district priorities at venues, including coffee shops, theaters, libraries, etc.	Administration
October 2017-May 2018	Budget updates are provided at the meetings of the District Advisory Council (DAC), school leaders, parent coordinators, and school support teachers (SSTs).	Administration
November 28, 2017	Committee on Strategic Planning and Budget meets to discuss the FY19 budget-development process, including community and stakeholder involvement and high-leverage strategies.	Board and Administration
December 15, 2017	Release of MPS community survey with plans to garner input through multiple channels, including online, canvassing neighborhoods, and school and district events.	Administration
December 2017–March 2018	Board and Administration continue to solicit stakeholders' input into the development of the proposed FY19 budget including responses to a community survey released in December 2017.	Board and Administration
January 22–February 2018	School leaders participate in school budget carousels with a review committee chaired by the Superintendent.	Administration
January 23, 2018	Committee on Strategic Planning and Budget meets to adopt a timetable for the proposed FY19 budget, to review an updated five-year forecast, and to discuss budget parameters.	Board and Administration
February 12–March 2, 2018	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
March 1–March 19, 2018	Offices prepare budgets, Playbook submissions, organizational charts, and narratives.	Administration
March 8–14, 2018	Administrative teams review each school budget for FY19 budget/staffing resolutions	Administration
March 20, 2018	School staffing data submitted to Human Resources	Administration
March 21–27 , 2018	Chiefs and their leadership teams participate in office budget carousels with a review committee chaired by the Superintendent.	Administration
April 3–April 20, 2018	Cycle A Certificated Staff Exchange Process completed.	Administration
April 23–May 18, 2018	Cycle B Certificated Staff Exchange Process completed.	Administration
May 7–May 25, 2018	Cycle C Classified Staff Exchange Process completed.	Administration
April 2018	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 24, 2018	Board's annual organizational meeting held.	Board and Administration
April 27, 2018	Superintendent's proposed 2018–2019 budget released.	Administration
May 3, 2018*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2018–2019 budget and hears public testimony.	Board and Administration
May 9, 2018*	Proposed budget and public hearing notice published in newspaper; parent companion guide and budget overview presentation released.	Administration and Board Governance
May 9, 2018*	Board members submit proposed amendments to the Office of Board Governance by noon.	Board and Board Governance
May 11, 2018*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 15, 2018*	Committee on Strategic Planning and Budget reviews the proposed FY19 budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board and Administration
May 17, 2018*	Statutory public hearing on the Superintendent's proposed FY19 biennial budget.	Board
May 18, 2018*	Board members submit proposed amendments to the Office of Board Governance by noon.	Board and Board Governance

Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
May 22, 2018*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.	Administration
May 29, 2018*	Board meets to consider any proposed amendments and to take possible action on the Superintendent's proposed 2018–2019 budget.	Board and Administration
No later than June 30, 2018	Board Clerk transmits adopted FY19 bBudget to the Milwaukee Common Council.	Board Governance
October 25, 2018*	Board meets to consider and take action on the amended adopted budget recommendations for FY19.	Board and Administration
No later than October 31, 2018	Board Clerk sends amended FY19 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.

Implementation and Assessment Plan

The Administration will prepare the proposed fiscal year 2018-19 budget according to the timeline.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed Fiscal Year 2018-19 budget timetable as set forth in this item.

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

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(Item 5 Action on a Request to Approve the Proposed 2018-19 School Calendars

Background

Attached to the minutes of your Committee are the proposed 2018-19 school calendars, which are summarized below:

2018-19 Early Start District Calendar			
Aug 6	Organizational Day	Jan 1-2	Winter Recess
Aug 7-9	Professional Development Days	Jan 21	MLK Jr. Day
Aug 10	August Recess	Feb 15	Professional Development Day
Aug 13	First student Day	Feb 18	Mid-Semester Break
Aug 31	Professional Development Day	March 15	Parent-Teacher Conference Day
Sept 3	Labor Day	March 18	Professional Development Day
Oct 19	Parent-Teacher Conference Day	April 15-22	Spring Recess
Oct 22	October Recess	May22	Last Student Day
Nov 16	Professional Development Day	May23	Professional Development Day
Nov 21	Thanksgiving Recess	May24	Record Day
Nov 22	Thanksgiving Day		

Nov 23	Thanksgiving Recess
Dec 21	Record Day
Dec 24-31	Winter Recess

2018-19 Traditional District Calendar			
Aug 27	Organizational Day	Jan 1-2	Winter Recess
Aug 28-31	Professional Development Days	Jan 21	MLK Jr. Day
Sept 3	Labor Day	Feb 15	Professional Development Day
Sept 4	First Student Day	Feb 18	Mid-Semester Break
Oct 19	Parent-Teacher Conference Day	March 15	Parent-Teacher Conference Day
Oct 22	October Recess	March 18	Professional Development Day
Nov 16	Record Day	April 15-22	Spring Recess
Nov 21	Thanksgiving Recess	May 27	Memorial Day
Nov 22	Thanksgiving Day	June 12	Last Student Day
Nov 23	Thanksgiving Recess	June 13	Record Day
Dec 21	Professional Development Day	June 14	Professional Development Day
Dec 24-31	Winter Recess		

The calendars model those of the 2017-18 school year. The Early Start District Calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2017-18 school year. The Traditional District Calendar will apply to the same elementary schools as in the 2017-18 school year.

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 2018-19 school calendars.

Committee's Recommendation

Your Committee recommends the Board approve the proposed 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 Committees' reports.

* * * * *

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 Non-Instrumentality Charter School Contract with Hmong American Peace Academy (HAPA)

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 4601 N. 84th St., which serves grades 3 through 12. Since inception, HAPA has received a five-year contract for each renewal cycle.

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 August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 29, 2017, representatives from HAPA submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 27, 2017, the Charter School Contract Review Team conducted a full-day site visit at HAPA's main campus, and on November 28, 2017, the Team conducted a half-day site visit at HAPA's Happy Hill campus. 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 and student and parent focus groups.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with HAPA. The recommendation was based on strong academic performance, school culture, and valued partnership with HAPA. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of HAPA, 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 to renew a five-year non-instrumentality charter school contract with Hmong American Peace Academy (HAPA); and
2. authorize negotiations with the superintendent's designee and representatives of HAPA, in consultation with the Board's designee, and the Office of the City Attorney to draft a

renewed non-instrumentality charter school contract to begin with the 2018-2019 school year and end with the last regularly scheduled day of the 2022-2023 school year.

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

* * * * *

(Item 2) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Milwaukee Environmental Sciences Academy (MESA)

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 that will allow students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

In August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 29, 2017, representatives from MESA submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 20, 2017, the Charter School Contract Review Team conducted a full-day site visit at MESA. 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 and conducted focus groups with students and parents.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a three-year renewal of the non-instrumentality charter school contract with MESA. The recommendation was based on the school's have made progress towards meeting the educational goals. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of MESA, 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 a two-year non-instrumentality charter school contract with Milwaukee Environmental Sciences Academy (MESA); and
2. authorize negotiations with the Superintendent's designee and representatives of MESA, in consultation with the Office of the City Attorney and the Office of Board Governance, and representatives of the charter school to draft a non-instrumentality charter school contract to begin with the 2018-2019 school year and to end with the last regularly scheduled day of the 2019-2020 school year.

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

* * * * *

(Item 3) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Kathryn T. Daniels University Preparatory Academy

Background

Kathryn T. Daniels University Preparatory Academy 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 Mothers Daniel Way. In January 2016, the Board approved a two-year contract renewal.

Kathryn T. Daniel'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. Kathryn T. Daniel's vision is to create a rich learning environment that integrates the study of performing arts, sciences, and humanities to unleash the intellectual, creative, and leadership talents of students.

In August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On October 4, 2017, representatives from Kathryn T. Daniels submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract. On November 28, 2017, representatives from Kathryn T. Daniels submitted a revised Charter School Renewal Application.

On December 4, 2017, the Charter School Contract Review Team conducted a full-day site visit at Kathryn T. Daniels. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school and conducted focus groups with students and heard testimony from parents.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a two-year renewal of the non-instrumentality charter school contract, with conditions and additional MPS oversight of Kathryn T. Daniels. The recommendation was based on failure to make sufficient progress toward attaining the educational goals and the academic performance criteria as outlined in the contract. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors, as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Kathryn T. Daniels, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract, with conditions to be presented to the Board.

Committee's Recommendation

Your Committee recommends the non-renewal of the contract with Kathryn T. Daniels for a non-instrumentality charter school.

Director Bonds moved to renew a two-year non-instrumentality charter school contract with Katherine T. Daniels University Preparatory Academy and to authorize negotiations with the Superintendent's designee and representatives of Katherine T. Daniels in consultation with the Board's designee and the Office of the City Attorney, to draft a renewed non-instrumentality charter school contract to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2019-2010 school year.

Vice-President Miller offered a substitute motion to approve a one-year contract with Kathryn T. Daniels Charter School and that the Administration bring to the Board in the June 2018 cycle a report on the academic progress and the progress of the environment relative to the items cited in the review documents.

The substitute motion failed of adoption, the vote being as follows:

Ayes —Vice-President Miller — 1.
Noes — Directors Bonds, Falk, Harris, and Woodward — 4.
Abstain — Director Phillips — 1

Consideration returned to the original motion by Director Bonds to renew a two-year non-instrumentality charter school contract with Katherine T. Daniels University Preparatory Academy and to authorize negotiations with the Superintendent's designee and representatives of Katherine T. Daniels in consultation with the Board's designee and the Office of the City Attorney, to draft a renewed non-instrumentality charter school contract to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2019-2010 school year. Tthe motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, and Woodward — 5.
Noes —Vice-President Miller — 1.

The gavel was passed to Director Falk at 8:52 PM.

The gavel was returned to Vice-President Miller at 8:58 PM.

* * * * *

(Item 4) Action on a Request to Approve an Amendment to the Instrumentality Charter School Contract with New School for Youth Empowerment

Background

On October 26, 2017, the Board approved the instrumentality charter school contract with New School for Youth Empowerment (NSYE), to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year.

NSYE is based on the premise that young people can and will become educated, active members of their communities by integrating their high-school learning experiences with meaningful participation in social justice and economic activities which benefit the students and the community.

NSYE's representatives worked in collaboration with Milwaukee Public Schools' Department of Facilities and Maintenance to determine a viable location for NSYE to begin with 2018-2019 school year. NSYE and MPS Department of Facilities and Maintenance agreed that the most viable location would be in the building located at 1940 N. 36th St, Milwaukee, WI 53208.

The Administration recommends that the Board approve the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meeting, with the modification that the location of New School for Youth Empowerment shall be 1940 N. 36th St, Milwaukee, WI 53208.

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

Administration has identified a facility that requires minimal cost of locating NSYE at this location.

Implementation and Assessment Plan

Upon approval and execution, a copy of the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committtee's meeting, will be forwarded to the Wisconsin Department of Public Instruction.

NSYE will be located in the building where Transition High School currently operates.

Committee's Recommendation

Your Committee recommends that the Board approve the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meetings.

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

* * * * *

(Item 5 Action on a Request to Approve the Public School Open Enrollment Seats for the 2018-2019 School Year

Background

Per Wisconsin State Statutes 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 2018 meeting.

To the extent consistent with state laws, MPS administrative policies, and MPS 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. Enrollment information from 2015 to January 8, 2018, is as follows:

	Enrollment				Percentage
School Year	Non-SPED	SPED	Total	Difference*	Difference
2015-2016	1,462	278	1,740	294	19.09
2016-2017	1,728	294	2,022	282	16.20
2017-2018 (YTD†)	2,030	331	2,361	339	14.35

*Difference is using previous year's total enrollment compared with current year's total enrollment.
†2017-2018 year-to-date (YTD) is January 8, 2018.

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

N/A

Committee's Recommendation

Your Committee recommends that the Board approve the public school open enrollment seats for the 2018-2019 school year of 400 new incoming total seats for 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 6 Report with Possible Action Regarding the U.S. Department of Education's Office of Civil Rights (OCR) Compliance Review

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

Background

In 2014-15, the Office of Civil Rights (OCR) conducted an investigation regarding a complaint about the 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 of Civil Rights (OCR). The District assures OCR that it will take the following actions 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. The resolution details the following:

1. Designation of Responsible Employee

The Discipline Supervisor shall be responsible for ensuring that the implementation of the District's policies concerning discipline is fair and equitable.

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

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 be addressed only by such a referral.

3. Outreach to Students, District Staff, and Community Members

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.

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.

By February 16, 2018, and annually thereafter through February 14, 2020, the District, in collaboration with the working groups, 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.

By April 30, 2018, school working groups and student committees will submit recommendations and suggestions concerning district policy and procedures to improve student discipline.

4. Policies, Practices and Procedures

By June 18, 2018, the District will revise its policies and procedures for discipline, to be effective with the 2018-2019 school year.

5, Staff Training

The District will provide effective training programs to all district teachers, administrators, school aides, and any other district personnel charged with supervising students.

6. Data Collection and Self-Monitoring

The District will collect and analyze data regarding referrals for student discipline. If the data suggest disproportion, the District will explore possible causes for the disproportion and consider steps that can be taken to eliminate the disproportion to the maximum extent possible.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

This item having been set aside for separate consideration from the balance of the Committees' reports, no action was taken.

* * * * *

The gavel was passed to Director Phillips at 9:21 PM.

The gavel was passed to Vice-President Miller at 9:29 PM.

REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly report of the Board's delegates to the MPS Title I District Advisory Council, to the Milwaukee Education Partnership, and to the Milwaukee County Library Board.

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

Due to the absence of President Sain, this month's report will be presented at next month's meeting.

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NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions

Background

At the June 29, 2017 Board meeting, the Board referred Resolution 1718R-002 regarding limited-term employees (LTEs) to its 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 collaborated to make adjustments to Administrative Policy 6.37 that are consistent with the Board's action.

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.

Committee's Recommendation

The Administration recommends that the Board approve the proposed revisions to Administrative Policy 6.37, Limited-Term Employees, as provided under separate cover.

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

(Item 2) Action on a Request to Adopt Administrative Policy 5.04, Use of Drones on School Property

Background

On June 29, 2017, the Board adopted Resolution 1617R-003 by Director Falk regarding the development of an MPS policy governing the use of drones.

For the purpose of the policy, the term "drone" refers to all Unmanned Aerial Systems (UAS), Unmanned Aerial Vehicles, and any other device invented, used, or designed to navigate or fly in the air or maneuver over the ground, which is operated without human intervention from within or on the aircraft. Also for the purposes of the policy, the term "district property" includes, but is not limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

Since that time, a collaboration that included staff from the Office of the Superintendent, Office of Board Governance, Procurement and Risk Management, Athletics, School Safety and Security, Communications and Outreach, and Facilities and Maintenance has conducted a thorough review consistent with the Board's action to develop the content for the proposed policy to include:

1. reviewing drone policies developed by other Wisconsin school districts;
2. researching information provided by the WIAA regarding the use of drones at sporting events;
3. meeting with the City Attorney for guidance on the development of the proposed policy; and,
4. continuing to use information provided by the Wisconsin Association of School Boards (WASB) to guide development of the proposed policy.

Some of the key components of the proposed policy include prior authorization.

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.

Implementation and Assessment Plan

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

Committee's Recommendation

The Administration recommends that the Board adopt Administrative Policy 5.04, Use of Drones on School Property, as provided under separate cover.

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

(Item 3) Action on a Request to Revise Administrative Policy 7.37, Graduation Requirements

Background

As part of 2017 Wisconsin Act 59, the minimum passing score on the civics test for high-school graduation set forth by Wisconsin Statute Section 118.33(1m)(a)1 was increased from 60 to 65 out of 100. Current students who have not obtained a score of at least 65 are ineligible to receive high-school diplomas. The Wisconsin Department of Public Instruction (DPI) has indicated that students who previously scored

between 60 and 64, but had not yet received diplomas, would be required to retake the civics test to obtain this new statutory minimum. MPS had one student that fell into that category. This student has since successfully retaken and passed the test.

The Administrative Policy 7.37 has been updated to reflect this change in the law.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37, Graduation Requirements

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

The Administration recommends that the Board approve the revisions to Administrative Policy 7.37, Graduation Requirements, as provided under separate cover.

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

(Item 4) Action on a Request to Revise Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities

Background

On October 26, 2017, the Milwaukee Board of School Directors took action to direct the Administration to bring forth to the appropriate committee a policy and procedure to address situations related to Administrative Policy 5.2(3)(a)(2)(e). Administrative Policy 5.02, and Administrative Procedure 5.02, Use of School Facilities, have been revised to include provisions for the charging of fees and/or sale of concessions while permitting school district facilities, provided a Use of School Facilities Waiver Application has been approved by the Office of Operations, Department of Recreation and Community Services.

This change in policy and procedures accommodates requests by outside non-profits and community groups to exchange monies on site while permitting a school district facility. Recent examples that have required a waiver to Administrative Policy 5.02 include a Bike Bazaar by the Bike Federation of Wisconsin at Hamilton High School and a Farmers Market at Enderis Playfield. Permission to charge fees will be granted only if the profit-making use benefits the Milwaukee Public Schools or a charitable organization or is for a purpose that serves the public good.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will follow the revised policy and procedure.

Committee's Recommendation

The Administration recommends that the Board approve the proposed changes made to Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities, as provided under separate cover.

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1718C-002 Regarding the Marine Corps and Student Goals

Background

The Office of Board Governance has received a communication, provided under separate cover, from Major Jerome Greco requesting a hearing regarding the Marine Corps and students' personal and professional goals.

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.

In accordance with Board Rule 1.10, Section (2), this communication was referred to the Superintendent of Milwaukee Public Schools.

* * * * *

RESOLUTIONS

Resolution 1718R-016

By Director Voss

WHEREAS, MPS has identified three goals that are essential to the accomplishment of the MPS's vision and mission, the third being effective and efficient operations; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that "Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes improving organizational processes as a strategic objective in the area of effective and efficient operations; and

WHEREAS, In December 2017 the Milwaukee Board of School Directors took action to adopt Resolution 1718R-004, regarding school nutrition, which included the use of compostable/recyclable trays and plates to decrease food waste generated by school breakfast and school lunch; and

WHEREAS, Composting and recycling provides long-term cost savings by reducing waste and saving money on organic materials for landscaping use, with some school districts reporting reductions in waste-removal costs of 50%; and

WHEREAS, Composting and recycling programs provide students with hands-on learning in the areas of the recycling process, chemical and biological processes, and sustainability, while empowering students to take positive environmental action; now, therefore, be it

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.

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

The Board adjourned 9:33 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 30, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:38 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:

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 Tuesday, January 30, 2018, in the auditorium of the Central Services building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and possibly to take action on employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

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; otherwise, the Board will adjourn from executive session.

Notice of Intent to Move to Suspend Board Governance Policy BG 3.05
in Order to Elect a Secretary *Pro Tem*

President Mark Sain hereby gives notice that he intends to make a motion to suspend Board Governance Policy BG 3.05, Role of the Board Clerk/Director, Office of Board Governance, section (1), Powers and Duties, in order to elect a secretary pro tem *to perform the duties of clerk for the duration of the meeting.*

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

President Sain Moved to suspend Board Governance Policy 3.05, Role of Board Clerk/Director, Office of Board Governance, section(1), Powers and Duties, in order to elect a secretary *pro tem* to perform the duties of Clerk for the duration of the meeting. The motion prevailed, the vote being as follows:

Ayes — Directors Harris, Miller, Phillips, Voss, and President Sain — 5.
Noes — Directors Falk and Woodward — 2.
Abstain — Director Báez — 1.

The Board Clerk/Director, Office of Board Governance, left the meeting.

Director Sain moved that Director Phillips serve as Secretary *pro tem* for tonight's meeting.

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

Director Voss moved to retire to closed session.

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

The Board retired to closed session at 5:55 PM.

The Board adjourned from the closed session at 9:16 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 15, 2018

The special meeting of the Board of School Directors was called to order by President Sain at 7:35 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Excused — Bonds — 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, a special meeting of the Board of School Directors will be held at 7:30 PM. on February 15, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1. Action on a Request to Waive Board Rule 1.02(1)(c) and to Reschedule the Board's February 2018 Meeting of the Committee on Student Achievement and School Innovation
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

In regard to item 2, 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

(Item 1) Action on a Request to Waive Board Rule 1.02(1)(c) and to Reschedule the Board's February 2018 Meeting of the Committee on Student Achievement and School Innovation

Background

President Mark Sain is requesting that the February 2018 meeting of the Committee on Student Achievement and School Innovation (SASI) be rescheduled to February 20, 2018.

Board Rule 1.02, Regular Board Meetings, states, "No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections."

The 2018 Spring Primary Election will be held on Tuesday, February 20, 2018.

Board Rule 1.14(3) requires a "recorded affirmative vote of two-thirds of the Board membership" to suspend Board rules.

Strategic Plan Compatibility Statement

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.

Implementation and Assessment Plan

Should the Board take action to waive Board Rule 1.02(1)(c) and to reschedule the Board's February 2018 meeting of the Committee on Student Achievement and School Innovation, the Board Clerk will update the Board's February calendar and properly notice the meeting.

Recommendation

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

Director Miller moved to waive Board Rule 1.02(1)(c) and to hold the meeting of the Committee on Student Achievement and School Innovation (SASI) on February 22, 2018, prior to the regular monthly meeting of the Board. The motion passed, the vote being as follows:

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

* * * * *

(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

President Mark Sain 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

BG 2.01, General Governance Commitment

Recommendation

That the Board determine what action it wishes to take with regard to this matter.

Director Báez moved to retire into executive session pursuant to Wis. Stat., §19.85(1)(g). The motion passed, the vote being as follows:

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

The Board adjourned from Executive Session at 11:18 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 22, 2018

Regular meeting of the Board of School Directors was called to order by Vice President Miller at 6:42 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, and Voss — 7.
Absent and Excused —Directors Sain and Woodard — 2.

Vice President Miller requested a moment of silence to commemorate the following individuals:

- Jada Wright, an 8th-grade student at Gaenslen Elementary who passed away on February 15, 2018;
- Corey D. Moore-Comer, a GEAR UP Advisor who passed away on February 9, 2018; and
- the 14 students and three staff of the Marjory Stoneman Douglas High School in Parkland, Florida, who were killed on February 14, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Robert Harris, Jr. (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 posthumously present the "Excellence in Education Award" to:

Robert Harris, Jr.

Robert Harris Jr., who died January 8, 2018 at the age of 90, was part of a pioneering generation of African-American educators in Milwaukee Public Schools during the tumultuous mid-20th century. In addition to teaching science, math, and history, he coached football at North Division High School. He also was the first African-American high-school basketball referee in Wisconsin.

Mr. Harris moved up through the academic ranks to principal and college professor, always mindful of what kids needed to succeed. He earned both his bachelor's and master's degrees at UWM, followed by a Ford Fellowship doctoral program at UW-Madison. He also taught at UWM as an assistant professor after working for MPS and maintained a lifelong relationship with his alma mater, including serving on the UWM Board of Visitors.

Mr. Harris served with the Boys & Girls Club of Greater Milwaukee for more than 35 years. The gymnasium at the Mary Ryan branch of the Boys & Girls Club in Sherman Park bears his name in honor of his tenacious fundraising to get the branch built.

Robert was board chair and director of the Milwaukee Police Athletic League, associate director of the Herb Kohl Milwaukee Youth Foundation, and supervisor of the MPS Recreation and Community Education Division, just to name a few other roles.

His many honors included the William C. Frye Award from the Greater Milwaukee Foundation, given for outstanding volunteer work for the betterment of the community, and the YMCA Men's Club award for contributions to the community and Wisconsin's youth.

One of his legacies that will continue to give back indefinitely is the African American Alumni Chapter Scholarship Award at UWM, which he started.

The Milwaukee Board of School Directors recognizes and honors Robert Harris, Jr., posthumously for his dedication, outstanding leadership, and commitment to excellence on behalf of the community and students of the Milwaukee Public Schools.

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(Item 2) Winners of the 34th Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests

This evening, several students will be reading a sampling of their award-winning Dr. Martin Luther King, Jr., (MLK) speeches.

This year's MLK contests have produced amazing entries from more students than the district has seen in many years. Selecting winners was extremely difficult this year due to the increase in the quantity and quality of submissions for the Art, Speech and Writing competitions. MPS is happy to recognize the following students for their outstanding work around this year's theme, "Take a Stand for Truth and Justice."

Speech Winners

K-4:	2nd place ..... Josiah Franklin, Elm Creative Arts Elementary School
1st Grade,	1st place ..... Zadayne Miller, Milwaukee Parkside School of the Arts
2nd Grade,	3rd place..... Inezmari Chico, Curtin Leadership Academy
3rd Grade,	1st place ..... Amir Johnikin, Elm Creative Arts Elementary School 3rd place..... Salma Lewis, Golda Meir Lower Campus
5th Grade:	1st place ..... Chloe Reader, Alcott School 2nd place ..... Katelen Pickens, Emerson School
6 Grade:	3rd place..... Kaylie Deluna, Victory Elementary School
7 Grade:	2nd place ..... Terynn Erby-Walker, Golda Meir Lower Campus
8 Grade:	1st place ..... Amillia Bell, Golda Meir Upper Campus 3rd place..... Demi Figueroa, Curtin Leadership Academy
10 Grade:	2nd place ..... Akili Pleas-Carnie, Rufus King IB High School 3rd place..... Marvell Reed, Barack Obama SCTE
12 Grade:	2nd place ..... Daniel Montalvo, Reagan IB High School 3rd place..... Biluge Ntabala, Milwaukee High School of the Arts

Art Winners

1st Grade:	2nd Place..... Briana Davis, Burbank
2nd Grade:	1st Place..... Joshua Rivera Mercado, Vieau 3rd Place ..... Eduardo Villegas Sanchez, Vieau
4th Grade:	2nd Place..... Leah Serdynski, Spanish Immersion 3rd Place ..... Analia Roman, Spanish Immersion
5th Grade:	1st Place..... Salina Tagliavia, Alcott
7th Grade:	3rd Place ..... April Barillas, Golda Meir
8th Grade:	1st Place..... Ruttana Chanhdara, Milw School of Languages 2nd Place..... Yoana Perez Morales, Lincoln Center of the Arts
9th Grade:	2nd Place..... Kylie Bowen, Milw School of Languages
12th Grade:	3rd Place ..... Grace Newton, Reagan

Writing Winners

Grades K–1 Group Project Winner

Burbank, Grade 1 ..... Nevaeh Ashford, Noah Brito, Aviana Brown, Raeyah Byas, Davis Chanthavona, Briana Davis, Eli Haase, Ashadeeyah Khidhr, Sariah Perkins, Jason Renfro, Zuri Renova, Cooper Stricklen, Blake Vang, Jayden Xiong

3rd Grade:	1st Place.....	Miriam Webb, Golda Meir
	2nd Place.....	Nikyonna McDaniels, Emerson
	3rd Place	Sophia Wood, Trowbridge
4th Grade:	1st Place.....	Nicolas Holtzman, Milwaukee German Immersion
	2nd Place.....	Nancy Thao, Bruce Elementary
5th Grade:	3rd Place	Lalaya Clay, Elm Creative Arts
6th Grade:	1st Place.....	Tatiyana Dockery, Keefe
	2nd Place.....	Golden Brown, Golda Meir
	3rd Place	Nakiyah Gooden-Alexander, Keefe
8th Grade:	2nd Place.....	Daisy Kiekhofer, Golda Mei
	3rd Place	Vaughn Smith, Golda Meir
9th Grade:	1st Place.....	Christian Delfose, Rufus King HS
10th Grade:	2nd Place.....	Christian Kind, Milwaukee High School of the Arts
	3rd Place	Eleajah Thompson, Milwaukee High School of the Arts
11th Grade:	2nd Place.....	Lauren O'Hear, Ronald Reagan HS
12th Grade:	3rd Place	Tien Vo, Ronald Reagan HS

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Before moving on to the next item, Vice President Miller commended the Board Clerk/Director of the Office of Board Governance, Dr. Jacqueline Mann, who the next evening would be recognized at the 33rd annual Black Excellence Awards. These awards recognize ground-breaking African-Americans from across the area who are serving communities, inspiring peers, and transforming lives.

Dr. Mann, who is being honored in the Education category, is being recognized for:

- inspiring students, families, and staff alike throughout her more than two decades of service to the Milwaukee Public Schools;
- transforming the lives of thousands of young people as a nationally recognized expert in Restorative Justice and peer juries; and
- breaking ground through not only through innovation and excellence but also serving as the first African-American Board Clerk/Directo, Office of Board Governance, in Milwaukee Public Schools.

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APPROVAL OF MINUTES

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

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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. Activities from late January through mid-February are included in the following report.

Events/Programs/Announcements

UPAF Visions Campaign

The United Performing Arts Fund (UPAF) Visions Campaign, which was launched on February 9, 2018, runs through March 9, 2018. Twelve organizations benefit from the UPAF Visions funding, including our very own Milwaukee Public Schools Foundation. Please consider making a donation to this year's campaign.

Equity Education Empowerment (EEE) Speaker Series

Milwaukee Public Schools hosted the second installment of the Equity Education Empowerment (EEE) Speaker Series on February 15 at Rufus King Middle School. Nationally recognized speaker Dr. Emery Petchauer gave a talk entitled "Remixing School for All Students." The event was well-attended and provided excellent information consistent with the District's equity policy. We look forward to the next EEE event.

Seal of Biliteracy

In early February, the Wisconsin Department of Public Instruction notified us that the District's application for the Wisconsin Seal of Biliteracy was approved! Our application was cited as inspirational in honoring and recognizing the diversity of Milwaukee's students and the school programs available to them. This means that MPS may now acknowledge graduating seniors who have met the criteria identified by the District to be granted the Wisconsin Seal of Biliteracy. The Wisconsin Department of Public Instruction offered commendations to the District for its commitment to creating pathways for multilingual students to demonstrate their knowledge.

MPS Kindergarten Enrollment Fair

The MPS Kindergarten Enrollment Fair was held at Milwaukee High School of the Arts. It was a huge success, as Milwaukee High School of the Arts was packed with an estimated 1,100 individuals on hand to learn more about the great educational programs that MPS schools offer.

Budget Carousels

The majority of my time this month was dedicated to conducting budget carousels and meeting with individual school leaders and their teams to review their budgets. Although they are time-consuming, the budget carousels are extremely helpful in ensuring the proper allocation of our resources. Once again, this year's school budget carousels provided an excellent opportunity for me to hear directly from school leaders and their staffs about budget priorities and ideas to leverage funding to best support our students. The themes that emerged from this year include the continued need to think creatively and to identify ways to celebrate our students' successes and the important role our partners play.

Long-Range Facilities Master Plan (LRFMP)

Both the first and second round of eight large-scale community meetings,along with a districtwide survey regarding MPS facilities,have now been completed. These community meetings and the survey were used to inform efforts by our LRFMP consultant group, MGT, around developing recommendations regarding utilization of district buildings based on community feedback. A final report will be shared in spring.

Community Conversations

I am very excited to share that our Community Conversations model has been launched, and we've already held two events! Community Conversations are designed to create opportunities to speak with families and community members in places that they regularly frequent, such as coffee shops, theaters, libraries, and community centers. Please consider attending one of the upcoming Community Conversations.

AED Fundraiser/AED Get the Beat Day

Milwaukee Public Schools has had a great deal of community support around our AED (automated external defibrillator) program. Thanks to so many individuals within MPS and our external partners such as Children's Hospital, we have been able to equip all of our schools and centralized buildings with AED units.

It is time to start planning ahead, as some of our AED units will need to be replaced in the near future. The district is partnering with Applebee's for a fundraiser to contribute to purchasing new AED units for MPS. The fundraiser will take place on February 25, 2018, from 11:00 a.m. until midnight at the Wauwatosa, Glendale, and Bayview Applebee's.

On February 14, 2018, (Valentine's Day), schools throughout the district participated in "Get the Beat Day." The purpose of this day is to encourage schools to test their responses to cardiac emergencies by running AED drills.

Mitten Tree Enjoys Bumper Crop!

More than 3,000 mittens, gloves, caps, and scarves were collected during the MPS Mitten Tree drive this winter, allowing thousands of students to keep warm. Thanks to these generous donations, our students are able to travel to and from school safely and to enjoy recess and outdoor time on playgrounds across the city. On behalf of our students, the Department of Business, Community & Family Partnerships wishes to thank everyone for so many warm items, including many beautiful handmade pieces! Our children are enjoying their new winter gear.

Special thanks go our community partners who supported this endeavor:

TCF Bank	Harley-Davidson
GE Healthcare	JPMorgan Chase
BMHarris Bradley Center	Wisconsin Women's Business Initiative (WWBIC)

MPS students Get Creative with H2O Music

Students at Hi-Mount Community School, Howard Avenue Montessori, and Wedgewood Park International School learned how to design, write, stage, film, and edit a music video thanks to the H2O Milwaukee Music Peace Propaganda Project. Their YouTube videos were created right in their own schools with help from the H2O team.

Students selected the messages for their videos with the goal of making a positive impact by addressing topics that include bullying, staying in school, diversity, and life choices. The video *Diversity* by Wedgewood Park students has received more than 3,400 views.

BUCKSFit Rallies Milwaukee Youth to Get Healthy

Last year, nearly 400 students at Westside Academy improved their eating and activity habits through BUCKSFit month. This year, nearly 1,200 students will experience Bango's Bootcamp to set them on a path toward a healthy lifestyle. The Milwaukee Bucks, led by mascot Bango, launched BUCKSFit month at Longfellow School.

Bango's Bootcamp had students cheering as Bango, the Bucks Rim Rockers, and in-game hosts Mel and Joe challenged students to a number of races and contests in the Longfellow gym. Students also learned

about healthful food choices and were encouraged to involve their families in the fitness challenge. Rogers Street Academy, Barack Obama School of Career and Technical Education, and Westside Academy will also host Bango's Bootcamp this month.

Froedtert & the Medical College of Wisconsin health network is a key partner in this health initiative designed to make Milwaukee residents healthier.

Meetings from late January through mid-February

(1) I gave remarks at the 34th Annual Dr. Martin Luther King, Jr., City-wide Celebration at the Marcus Center for the Performing Arts, where students delivered their award-winning speeches, and all winners of the art, writing and speech contests were recognized. This year's theme was "Take a Stand for Truth and Justice."

(2) I attended the 21st Annual Dr. Martin Luther King, Jr., Celebration Breakfast,which honored the life and legacy of Dr. King, and participated in the recognition of other local community members and organizations that are dedicated to serving others.

(3) I welcomed and gave brief remarks to leaders from the Milwaukee Bucks and chef mentors from Levy Restaurants as they visited our culinary program at Washington High School. Students in the culinary program have the opportunity to attend labs in their class kitchen, where they get hands-on experience working with chef mentors from the Milwaukee business community, who are really making a difference in this program for our students. Seeing our students in action as they learn from industry leaders makes me MPS proud!

(4) I attended the meeting of the Executive Committee of the Council of the Great City Schools in Orlando, Florida.

(5) The Superintendent's Student Advisory Council monthly meeting was held. The topic was "Making Informed Decisions." The students learned how decisions can have multiple outcomes and how to use decision-making skills when delegating tasks. They worked in groups to create action plans and ultimately understood how their projects impact upon and support others.

(6) I convened the kick-off District Immigration Advisory Group meeting at Milwaukee Academy of Chinese Languages.

Awards/Recognitions

Danceworks Mad Hot Tap Competition

On January 25, fourth- and fifth-graders from 46 Milwaukee schools put their best feet forward at the BMO Harris Bradley Center, dazzling their family and friends with funk, Latin, and swing styles that they 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 11 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 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.

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(Item 2) Report with Possible Action on Tuition Assistance for Paraprofessionals Seeking Teacher Licensure

Background

At its meeting on December 21, 2017, the Milwaukee Board of School Directors took action regarding tuition assistance for paraprofessionals seeking teacher licensure. As part of that action, the Administration was asked to develop an informational report for the Board's January meeting outlining the basic elements of the plan to support paraprofessionals in the pathway to becoming teachers.

Below are the details of the eligibility requirements, application process, program non-compliance repayment terms, and other fiscal considerations:

Eligibility Requirements:

- Must be employed with Milwaukee Public Schools (MPS) for a minimum of two (2) years
- Must have a minimum of 48 credits
- Must be enrolled in a teacher education/certification program
  - letter of acceptance by an accredited college, and
  - proof of enrollment submitted to MPS 30 days prior to the first day of class
- Letters of recommendation from
  - principal or assistant principal
  - teacher
- Must commit to MPS for three years after completion of degree
- Must maintain a 2.5 GPA through duration with the program

Repayment Terms Due to Non-Compliance with the Program:

- Repayment for leaving after becoming a certified teacher:
  - 100%, if leaving prior to completion of one year of employment
  - 50%, if leaving prior to completion of two years of employment
  - 25%, if leaving prior to completion of three years of employment
- Participants must repay 100% of the funds if they decide not to pursue certification

Application Process:

- Opportunity will be posted each semester
- Applicants submit the application materials
- Applications will be reviewed and interviewed by a panel. The selected candidates will be admitted into the upcoming semester.
- Applicants not awarded the scholarship in one year can reapply in subsequent years, if funds are available

Other:

- IRS regulations apply, maximum payment of $5,250 per calendar year
- Payments will be made directly to the accredited college
- Payments are limited to the fiscal year budget approved by the Milwaukee Board of School Directors
- All classes paid under the MPS tuition-assistance program shall not be eligible for MPS tuition-reimbursement program
- Any amounts paid by any scholarship/grants shall not be eligible to be paid under the tuition-assistance program

At its meeting on January 25, 2018, the Milwaukee Board of School Directors took action to consider this item at its February 2018 meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

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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 state's legislative session is nearing its end, and before its adjournment, a large number of bills have been brought forward for hearings. A piece of legislation that was originally moved forward as part of the budget before having been vetoed by the Governor has been revived after additional negotiation. The legislation will increase the revenue limit for "low-revenue limit districts" and provide additional sparsity aid for more rural districts as well. Fairness in the revenue limits continues to be an area of focus, and the topic received significant attention during the second meeting of the state's Blue Ribbon Task Force on K-12 Education Funding.

At the federal level, a two-year budget deal was agreed to on February 9, 2018. The agreement provides for higher overall totals that may impact the 2018-19 and 2019-20 school years; however, specifics about funding levels for individual programs have yet to be determined. It is important to note that, while some funding levels have been increased, the lack of specificity on this point, combined with the fact that funds are dispersed through formulas that are impacted upon by factors such as population and relative rates of poverty, means that expectations around top-line funding increases will not necessarily translate to large increases at the local level. Congressional appropriators have until March 23 to finalize the FY18 spending bill.

Strategic Plan Compatibility Statement

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

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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

Legislative Agenda Update

The OAE continues to work with the Office of Board Governance's Legislative Policy Manager to analyze state-wide data in regard to the Board's 2017-2018 Legislative Agenda. The OAE is working with the Legislative Policy Manager to create maps and visual aids to highlight the disparity in base per-pupil funding across the state. The team's next step will be to turn these visual aids into an interactive map utilizing current district technology.

Business Intelligence Dashboards Update

The OAE continues to work with various offices and departments to develop and maintain individualized dashboards for expedited reporting and monitoring. Currently, the team is working with the Department of Recreation and Community Service to develop a dashboard to analyze trend participation data. Utilizing demographic data, geographic information system (GIS), and participation counts, the dashboard helps highlight program attendance, use across location, and populations served. As a possible next step, the team may conduct an expenditure analysis of all locations and programs to assist with future budget and programming needs.

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 five expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Bonds moved to accept the reports of the Independent Hearing Officers of January 23, 2018, and February 8 and 13, 2018.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.
Noes — 0.

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REPORTS OF STANDING COMMITTEES

As the report of the Committee on Student Achievement and School Innovation was formulated from a meeting held less than 24 hours prior to the Board's regular monthly meeting, Director Bonds moved to suspend Board Rule 1.08(2)(b) in order to consider the report of the Committee on Student Achievement and School Innovation with less than 24-hour's notice.

The motion to consider the report prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.
Noes — 0.

Separate consideration was requested of the following items:

- Item 2 of the report of the Committee on Accountability, Finance, and Personnel, *Action on Recommended Administrative Appointments, Promotions, Salary Increases/Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days,* was set aside at the request of both Director Falk and the Administration.

- Item 1 of the report of the Committee on Legislation, Rules and Policies, *Action on a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions,* was set aside at the request of Director Falk.

Director Bonds asked to be recorded as a "no" vote for Items 2, 4, 5, and 7 of the Report of the Committee on Accountability, Finance, and Personnel.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.
Noes — 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	
5	Ryan Landry	Auto Mechanic $55,127.00	12/27/2017
2	Alexis Crowley	Building Service Helper I $12.18 per hour	12/18/2017
2	Crystal Gladney	Building Service Helper I $12.18 per hour	01/08/2018
2	Willie Goldsmith	Building Service Helper I $12.18 per hour	01/08/2018
2	Davell Washington	Building Service Helper I $12.18 per hour	12/18/2017
2	James White	Building Service Helper I $12.18 per hour	12/18/2017
2	Alexis Crowley	Building Service Helper I $12.18 per hour	12/18/2017
2	Anthony Davis	Boiler Attendant Trainee $32,995.98	01/08/2018
2	Alexander Harrison	Boiler Attendant Trainee $32,995.98	01/08/2018
5	Jessica Park	Boiler Attendant Trainee $32,995.98	01/08/2018
2	Cheyenne Williams	Boiler Attendant Trainee $32,995.98	01/08/2018
2	Toriano Ducksworth	Central Kitchen Delivery Driver $20.01 per hour	01/11/2018

Ethnic Code	Name	Position and Salary	Date
4	Alejandro Barba	Electrician Apprentice $10.00 per hour	12/27/2017
2	Chiquitia Edwards	Food Service Assistant $11.91 per hour	01/04/2018
2	Vanessa French	Food Service Assistant $11.91 per hour	01/04/2018
2	Naqueisha Hill	Food Service Assistant $11.91 per hour	01/04/2018
2	Jahlon King	Food Service Assistant $11.91 per hour	01/04/2018
5	Kathleen Krieser	Food Service Assistant $11.91 per hour	01/04/2018
2	Kierra Long	Food Service Assistant $11.91 per hour	01/04/2018
2	Latisha Mitchell	Food Service Assistant $11.91 per hour	01/04/2018
2	Laquita Moody Howled	Food Service Assistant $11.91 per hour	01/04/2018
2	Polly Moore	Food Service Assistant $11.91 per hour	01/04/2018
2	Denise Polk	Food Service Assistant $11.91 per hour	01/04/2018
2	Jasmine Potts	Food Service Assistant $11.91 per hour	01/04/2018
5	Jeanette Rapczyk	Food Service Assistant $11.91 per hour	01/04/2018
2	DaVida Brown	Para Ed Assistant $18,315.98	01/16/2018
2	Angela Cureton	Para Ed Assistant $18,315.98	01/05/2018
2	Jowana Epps	Para Ed Assistant $18,315.98	01/16/2018
4	Karen Forte	Para Ed Assistant $18,793.50	01/03/2018
2	Cynthia Godinez	Para Ed Assistant $21,794.85	01/09/2018
5	LaDela Greer	Para Ed Assistant $18,315.98	01/03/2018
2	Anitria Hickman	Para Ed Assistant $20,757.00	01/03/2018
2	Rachel Johnson	Para Ed Assistant $18,315.98	01/03/2018
5	Lisa Lenyard	Para Ed Assistant $20,139.90	01/08/2018
4	Joseph Medina	Para Ed Assistant $18,315.98	01/03/2018
2	Crystal Purifoy	Para Ed Assistant $18,315.98	01/16/2018
4	John Ramirez	Para Ed Assistant $18,315.98	12/18/2017
4	Johanna Rosado	Para Ed Assistant $18,315.98	01/03/2018
4	Lucia Segovia Van Berkel	Para Ed Assistant $18,315.98	01/17/2018
4	Regina Stieber	Para Ed Assistant $18,315.98	01/03/2018
2	Addo Williams	Para Ed Assistant $18,315.98	01/08/2018
5	Jennifer Wuest	Para Ed Assistant $18,315.98	12/18/2017

Ethnic Code	Name	Position and Salary	Date
2	Landra Brown	School Nursing Associate $27,300.00	01/08/2018
2	Roxanne Horton	School Nursing Associate $38,076.00	01/08/2018
2	Carletta Bass	School Safety Assistant $22,729.00	01/08/2018
2	Sharetta Evins	School Safety Assistant $22,729.00	01/19/2018
2	Charrise Johnson	School Safety Assistant $22,729.00	01/08/2018
2	Laquisha McNeil	School Safety Assistant $22,729.00	01/19/2018
2	Jarrett Pryor	School Safety Assistant $22,729.00	01/08/2018
2	Donavan Smith	School Safety Assistant $22,729.00	01/19/2018
2	Ebony Jennings	School Secretary I — 11-month $25,657.29	01/08/2018
5	Laura Litwin	School Secretary I — 12-month $37,789.91	12/21/2017
4	Yara Rosario	School Secretary I — 12-month $28,544.80	01/08/2018
5	Harold Freer	School Kitchen Manager Trainee $12.51 per hour	12/18/2017
4	Ambar Gonzalez	School Kitchen Manager Trainee $12.51 per hour	12/18/2017
2	Chandra Wallace	School Kitchen Manager Trainee $12.51 per hour	12/18/2017
5	Jeffrey Pistiner	Sheet Metal Worker $39.62 per hour	12/27/2017
5	Samuel Rondorf	Steamfitter Apprentice $10.00 per hour	12/27/2017
		Promotions	
2	Kierra Evans	Boiler Attendant Trainee $32,995.98	12/18/2017
2	Ruby Hall	Boiler Attendant Trainee $32,995.98	12/18/2017
2	Brandy Howard	Boiler Attendant Trainee $32,995.98	12/18/2017
2	Armond Smith	Boiler Attendant Trainee $34,206.90	12/18/2017
2	Andre Williams	Boiler Attendant Trainee $32,995.98	12/18/2017
2	Randy Patterson	Boiler Attendant $36,473.32	12/18/2017
2	Naomi Jones	Para Ed Assistant $18,315.98	01/04/2018
1	Linda Langen	Para Ed Assistant $18,315.98	01/08/2018
2	Antoinette Wade	Para Ed Assistant $18,315.98	01/03/2018
2	Tiffany Henderson	School Safety Assistant $26,963.00	01/19/2018
4	Hugo Moody	School Safety Assistant $22,729.00	01/08/2018
2	Marc Lindsey	School Engineer II $45,294.60	12/18/2017
2	Lillie Lewis	School Engineer III $57,759.26	12/18/2017

Ethnic Code	Name	Position and Salary	Date
5	Stacy Vanhoff	School Kitchen Manager I $22,168.22	01/17/2018
5	Delores Sommers	School Kitchen Manager III $27,036.11	12/18/2017
		Rehired	
2	Alegnon Kendrick	Boiler Attendant Trainee $32,995.98	01/08/2018
2	David Scarbrough	Food Service Assistant $11.91 per hour	01/04/2018
5	Michael Turner	Para Ed Assistant $21,968.76	01/16/2018
2	Jessica Leggions	School Safety Assistant $22,729.00	01/08/2018
2	Antriawna Robinson	School Safety Assistant $22,729.00	01/19/2018
2	Trameika Sanders	School Safety Assistant $22,729.00	01/08/2018

Certificated Leaves of Absences

	Present Assignment	Effective From
Personal Leave, December 2017		
Margaret Leisten	Out of Assignment	12/18/2017
Ersol Henry	Central Services Building	12/15/2017
Personal Leave, January 2018		
Morgan Douvris	Cass Street	01/04/2018
Germaine Johnson	Auer Ave	01/03/2018
Lakeisha Freeman	Central Services Building	01/17/2018
Personal Leave, February 2018		
Silvia Serna	Greenfield	02/19/2018
Personal Leave, April 2018		
Natascha Nill	Milw. School of Languages	04/02/2018
Illness Leave, November 2017		
Jill Danielewski	Out of Assignment	11/20/2017
Illness Leave, January 2018		
Daniel Soiney	Lincoln Center	01/03/2018
Amy Reid	Milw. School of Languages	01/26/2018
Lisa Schultz	Stuart	01/22/2018

Action on Certificated Appointments: Teachers

Code	Name	Category	Salary	Effective Date
6,r	Aguilar Monroy, Maricela English as a Second Language	B	$41,476.56	1/3/2018
5,nr	Brown, Mercedes Reg (5 YR) Kindergarten	B	$41,476.56	12/7/2017
4,r	Diaz Colome, Joanne Gen Elem & K8 — All Grades	B	$41,476.56	1/3/2018
5,nr	Dick, Lisa Special Ed Multicategorical	C	$46,000.00	1/22/2018
2,r	Evans Green, Kimberly Multicategorical Comp Sen	B	$41,476.56	1/3/2018
4,nr	Gonzalez, Miguel Early Childhood Special Ed	B	$51,531.00	12/20/2017
2,r	Haddeman, Betsabe Special Ed Multicategorical	B	$41,476.56	1/19/2018

Code	Name	Category	Salary	Effective Date
5,nr	Hamby, Peggy Speech Pathology	B	$62,746.00	1/8/2018
5,r	Hill, Erin Special Ed Multicategorical	B	$41,476.56	1/19/2018
5,r	Knox, Nicole Gen Elem & K8 — All Grades	B	$41,476.56	1/19/2018
4,r	Lopez, Reinaldo Foreign Language	B	$41,476.56	1/3/2018
4,nr	Silva, Lisette Early Childhood Special Ed	B	$41,476.56	1/19/2018
4,nr	Vallejos, Moises Bilingual Education	B	$47,114.15	1/22/2018
4,r	Villa, Hilario Bilingual Education	B	$41,476.56	1/3/2018
5,nr	Wagner, Patrick Title I Schoolwide	B	$41,476.56	1/8/2018
5,r	Wysk, Amanda Gen Elem & K8 — All Grades	B	$41,476.56	1/19/2018

Action on Certificated Appointments:
Teachers — IB Calendar

Code	Name	Category	Salary	Effective Date
2,r	Adams, Donita Multicategorical Comp Sen	B	$41,476.56	1/22/2018
4,r	Iglesias, Shakira English as a Second Language	B	$50,335.00	1/3/2018
5,r	Meisinger, Claire Science	B	$44,476.56	1/3/2018
5,r	Nowakowski, Carson Special Ed Multicategorical	B	$41,476.56	1/16/2018
2,r	Pickett, Elijah Special Ed Multicategorical	B	$41,476.56	12/22/2017
2,nr	Valentine, Dorothy Special Ed Multicategorical	B	$41,476.56	1/19/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 5
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 7
(5) White 9
(6) Other 0
(7) Two or More Ethnic Codes 1
Males 6
Females 16

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Retire	30.0	2	Stanley Baity	Teacher	South Division	01/19/2018
Retire	27.6	5	Terry Becker	Teacher	Hawley	06/12/2018
Retire	32.0	5	Susan Boushon	Teacher	AAL	06/12/2018
Retire	30.0	5	Clare Boyle	Teacher	MacDowell	05/22/2018
Retire	27.3	2	Sharlane Brown	Teacher	Roosevelt	12/18/2017
Retire	35.7	4	Leila Cassini	Teacher	Victory	06/12/2018
Personal	0.3	5	Courtney Chihuahua	Teacher	Morse MS	12/15/2017
Other Work	2.4	5	Mark Cohen	Teacher	Grantosa	01/02/2018
Retire	28.0	5	Linda De Arteaga	Teacher	Bay View	05/31/2018
Personal	0.1	5	David Dison	Teacher	HS of the Arts	12/18/2017
Retire	37.0	4	Anna Espinoza	Teacher	Morgandale	06/12/2018
Retire	31.0	5	Robin Grindrod	Teacher	Spanish Imm	06/12/2018
Other Work	10.9	5	Angie Henegar	Teacher	Marshall HS	12/22/2017
Retire	21.5	5	Joanne Hepp	Teacher	Hamilton	06/29/2018
Personal	0.4	2	Anjelica Johnson	Teacher	Hartford	12/18/2017
Retire	40.0	5	Valerie Kath	Teacher	Browning	06/12/2018
Retire	26.6	2	Sheila Kimbrough	Teacher	Central Svcs	05/22/2018
Retire	30.0	5	Barbara Klar	Teacher	Humboldt Park	06/15/2018
Retire	25.8	5	Thomas Klawien	Teacher	Burbank	06/12/2018
Retire	32.0	2	Dana Kleckley	Teacher	Parkview	06/12/2018
Personal	0.1	5	Joseph Knopp	Teacher	South Division	01/10/2018
Retire	31.0	5	Carla Langhus	Teacher	Fernwood	06/12/2018
Retire	20.4	5	Laura Larson	Phy Ther	Central Svcs	05/22/2018
Personal	16.3	5	David Lesczynski	Teacher	Forest Home	01/19/2018
Personal	9.1	2	Shana Lucas	Teacher	Alliance	01/05/2018
Retire	4.0	5	Catherine Machi	Teacher	Audubon	01/09/2018
Retire	32.0	5	Michael MacLaughlin	Teacher	Sherman	06/12/2018
Retire	33.5	5	Joan Marchillo	Teacher	Auer Ave	06/12/2018
Personal	0.4	4	Jhonatan Martinez Balderas	Teacher	Mitchell	01/05/2018
Personal	3.0	4	Robert Melian	Teacher	Keefe	12/22/2017
Retire	32.5	5	Laurie Morris	Teacher	Clemens	06/12/2018
Retire	33.2	5	Karen Nastulski	Teacher	Lincoln MS	05/22/2018
Retire	31.0	5	Nancy Obenberger	Teacher	Clement Ave	06/12/2018
Retire	20.3	5	Jill O'Connell	Teacher	MacDowell	05/22/2018
Retire	23.0	6	Mary Ellen Owens	Teacher	Fairview	06/12/2018
Personal	0.4	3	Charles Phil	Teacher	Greenfield	12/13/2017
Retire	27.0	5	Jane Prahlow	Teacher	Parkview	06/12/2018
Retire	27.0	5	Matthew Prahlow	Teacher	Jackson	06/12/2018
Retire	26.0	2	Claudette Quinn	Teacher	Story	06/12/2018
Retire	31.0	5	Judith Reifenberg	Teacher	Mitchell	06/12/2018
Retire	26.0	5	Julie Rose	Teacher	Riverside	05/22/2018
Retire	28.0	5	Kimberly Segrin	Teacher	Jackson	06/12/2018
Other Work	8.5	5	Lindsay Shoemaker	Nurse	Central Svcs	01/03/2018
Personal	22.7	2	LaMonte Smith	Soc Worker	Carson Academy	06/15/2018
Retire	33.6	5	Stuart Stardy	Teacher	Alcott	06/12/2018
Personal	25.9	5	Christopher Taylor	Teacher	Central Svcs	12/18/2017
Retire	24.8	5	Kathleen Trochlell	OT	Central Svcs	06/12/2018
Retire	32.0	5	Sharon Trost	Teacher	81st Street	06/12/2018
Personal	2.5	5	Jessica Vertal	Teacher	Keefe	01/02/2018
Retire	28.4	5	Elizabeth Vogel	Teacher	Whittier	06/12/2018
Retire	32.0	5	Marilyn Wagner	Teacher	Emerson	06/12/2018
Other Work	1.9	5	Justin Weinfurter	Teacher	Hawthorne	01/05/2018
Retire	32.8	5	Rita Wessels	Teacher	German Imm	06/30/2018
Retire	41.0	5	Judith Wiesneski	Teacher	Neeskara	06/12/2018
Personal	3.5	1	Dianne Williams	Teacher	WCLL	02/09/2018
Retire	29.7	5	Amy Wroblewski	Lib Med Spe	Hamilton	06/08/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	26.0	3	Cheu Xiong	Teacher	AAL	06/12/2018
Retire	31.0	5	Gary Zachow	Teacher	Riverside	05/22/2018
			Classified Retirements			
Retire	23.4	5	Judith Benz	Accountant	Central Svcs	01/06/2018
Retire	26.5	4	Lauro Espino	Engineer II	Allen Field	01/18/2018
Retire	32.8	2	Gordon Harris	Env Insp	Central Svcs	01/01/2018
Retire	24.9	5	Debra Hermann	CHA	Audubon	12/30/2017
Retire	14.2	2	Corlas King	CHA	Sherman	01/09/2018
Retire	30.8	4	Sophia Ramirez	Para	Longfellow	12/23/2017
Retire	19.2	2	Mariena Rice	Para	53rd Street	12/23/2017
Retire	27.2	4	Zoraida White	Gen Ed Asst	Forest Home	01/01/2018

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, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Code	Name	Position	Salary
(5)(r)	Harold Orkowski	Principal II, Eighty-First Street Office of the Chief of School Administration	Schedule 03, Range 13T $106,511
(5)(nr)	Ronald Strzok	Payroll Supervisor II Office of the Chief of Finance	Schedule 03, Range 10A $102,267
(4)(r)	Joandy Williams	Manager II — Early Childhood Learning Office of the Chief of Academics	Schedule 03, Range 12A $97,534
(2)(r)	Garry Lawson	Principal II, Clemens Office of the Chief of School Administration	Schedule 03, Range 13T $92,072
(2)(r)	Shonda Morgan	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A $67,855
(2)(r)	Maricha Harris	Special Assistant to the Superintendent Office of the Superintendent	Schedule 03, Range 07A $61,143
(2)(r)	Patricia Ellis	Arts Program Support Coordinator II Office of the Chief of Academics	Schedule 03, Range 07C $52,604
(2)(nr)	Sharita Turner	Accounting Assistant III Office of the Chief of Finance	Schedule 03, Range 05A $51,825
(2)(nr)	Rashad Crawford	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A $48,161

Recommended Salary Increases/Decreases

Your Committee recommends that the following individual be appointed to the classification indicated:

Code	Name	Position	Salary
(2)(nr)	Lakita Wells	Administrative Assistant III Office of the Chief of Staff	Schedule 03, Range 03A Current $47,950 New $50,000

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b):

Code	Name	Position	Salary and Dates
(5)(r)	Dare Boling	InSPIRE Grant Manager	$50.00
		Office of the Chief of Academics	1/3/18 to 6/22/18
(5)(r)	Randie Clark	School Psychologist	$50.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(2)(nr)	Kimberly Hopkins	School Psychologist	$50.00
		Office of the Chief of Academics	1/22/18 to 6/15/18
(5)(r)	Jennifer Maederer	School Psychologist	$50.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(5)(r)	Randall Welniak	School Psychologist	$50.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Innovation and Information	1/16/18 to 7/31/18
(5)(r)	Susan Apps	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Innovation and Information	1/1/18 to 7/31/18
(5)(nr)	Doreen Britton Lange	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Barbara Hart	Building Coordinator Responsibilities for the Evaluation Team	$40.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Colleen Haubner	Building Coordinator Responsibilities for the Evaluation Team	$40.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(2)(nr)	April Knox	Strategic Planning/Coach	$40.00
		Office of the Chief of Innovation and Information	12/20/17 to 6/20/18
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Innovation and Information	1/16/18 to 7/31/18
(5)(nr)	Catherine LaFond	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Innovation and Information	1/16/18 to 7/31/18
(5)(r)	Barbara Luepke	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Innovation and Information	1/16/18 to 7/31/18
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Virginia McFadden	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(nr)	Nancy McLure	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(nr)	Chris Millay	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Ellen Miller	School Nurse	$40.00
		Office of the Chief of Academics	1/03/18 to 6/15/18
(5)(r)	Debra Ortiz	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(2)(r)	Winifred Tidmore	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18

Code	Name	Position	Salary and Dates
(1)(nr)	Linda Wandtke	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(2)(r)	Bettye Washington	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	1/1/18 to 6/30/18
(5)(r)	Judith Benz	Accountant III	$36.11
		Office of the Chief of Operations	1/8/18 to 3/5/18
(5)(r)	Barbara Anderson	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(5)(r)	Doris Bisek	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(5)(r)	David Caruso	Induction Specialist	$30.00
		Office of the Chief of Innovation and information	1/30/18 to 6/08/18
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach	$30.00
		Office of the Chief of Academics	12/31/17 to 6/30/18
(2)(r)	Rozalia Harris	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(2)(r)	Janie Hatton	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(2)(r)	Justine Hutchins	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(2)(nr)	Delores Jones	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(4)(r)	Sylvia Leal	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(5)(r)	Therese Meurer	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(5)(nr)	Cathy Quandt	Psychometric Assistant	$30.00
		Office of the Chief of Academics	1/3/18 to 6/15/18
(5)(nr)	Barbara Sonnenberg	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(2)(r)	Ouida Williams	Induction Specialist	$30.00
		Office of the Chief of Innovation and Information	1/30/18 to 6/08/18
(5)(r)	Erin Dentice	Agriculture Program Coordinator	$28.25
		Office of the Chief of School Administration	12/31/17 to 3/1/18
(5)(r)	Sarah Shinkle	Kindergarten Immersion Support	$25.00
		Office of the Chief of School Administration	1/3/18 to 6/30/18
(5)(nr)	William Brownlow	Wisconsin Improvement Program (WIP) Intern — Audubon School	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(nr)	Britni Burrows	Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(nr)	Sarah Carlson	Wisconsin Improvement Program (WIP) Intern — Obama	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(nr)	Julie Erickson	Wisconsin Improvement Program (WIP) Intern — Browning	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(4)(r)	Lucero Gonzalez	Wisconsin Improvement Program (WIP) Intern — Hamilton	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(r)	Maya Kaspar	Wisconsin Improvement Program (WIP) Intern — Obama	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(r)	Lauren Leverty	Wisconsin Improvement Program (WIP) Intern — MLK, Jr.	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/22/18 to 6/30/18
(5)(nr)	Cassandra Martie	Wisconsin Improvement Program (WIP) Intern — Browning	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/22/18 to 6/30/18

Code	Name	Position	Salary and Dates
(5)(r)	Kaitlin Meade	Wisconsin Improvement Program (WIP) Intern — Audubon	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/4/18 to 6/30/18
(5)(r)	Emily Mootz	Wisconsin Improvement Program (WIP) Intern — Madison	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(nr)	Kevin Peterka	Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/22/18 to 6/30/18
(5)(nr)	Hailey Salzman	Wisconsin Improvement Program (WIP) Intern — MLK, Jr.	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/22/18 to 6/30/18
(5)(nr)	Emily Stewart	Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/22/18 to 6/30/18
(5)(nr)	Marjorie Struck	Wisconsin Improvement Program (WIP) Intern — Bradley Tech	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/10/18 to 6/30/18
(5)(r)	Kristine Tharp	Wisconsin Improvement Program (WIP) Intern — South Division	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18
(5)(nr)	Kaitlin Trokan	Wisconsin Improvement Program (WIP) Intern — Audubon	$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18

Codes

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

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated in this item, to be effective upon approval by the Board;
2. authorize the salary increases and decreases, to be effective upon approval by the Board; and
2. review and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed above.

The Administration requested that the Board allow the withdrawal of Shonda Morgan as Recreation Associate II from the administrative appointments.

Director Falk moved to retire to executive session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.
Noes — 0.

The Board retired to executive session at 7:39 PM.

The Board reconvened at 8:19 PM.

Director Falk moved to waive Administrative Policy 6.37(1) to allow for the hiring of LTEs for more than one year. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, and Vice President Miller — 6.
Present — Director Bonds — 1.

Director Voss moved approval of the Committee's recommendations, with the modification to the administrative appointments as requested by the Administration. That motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, and Vice President Miller — 6.
Noes — Director Bonds — 1.

* * * * *

(Item 3) Action on a Request to Approve Distinguished Pay for Teachers

Background

On May 29, 2014, the Board approved non-base building increases for teachers ranging from $454 to $2,060.

The presentation dated May 20, 2014, included information regarding additional pay opportunities under which teachers who receive a cumulative rating of "distinguished" on the Teacher Performance measures of the Teacher Effectiveness system would receive non-base building payments of $750 in the following school year.

The first distinguished pay was made in May 2016 to 187 teachers for performance year 2014-15, at a cost of $140,250.

The second distinguished pay was made in December 2016 to 212 teachers for performance year 2015-16, at a cost of $159,000.

The Administration is requesting the Board's approval of the third distinguished payment of $750 to be made for performance year 2016-17. There are 341 teachers eligible, for a total payout of $255,750.

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

Authorized expenditures have previously been approved in the FY18 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the distinguished payments for performance year 2016-17.

Committee's Recommendation

Your Committee recommends that the Board approve the third non-base building distinguished payment of $750 to be made for performance year 2016-17 at a total cost of $255,750.

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

* * * * *

(Item 4) Action on a Request to Approve a Compensation Change — Assistant Principal

Background

As part of the Fiscal Year 2015-2016 operational planning and budget process, the Administration reviewed salary-placement decisions for principals and assistant principal positions, relative to both internal and external comparability.

Since July 1, 2015, the practice has been to place principals and assistant principals at least at the midpoint of the salary range.

The Administration is requesting the Board's approval for the assistant principal to be placed at the midpoint of the salary range in order to stay consistent with the past practice and internal pay equity, as follows:

		Salary		Grade		
Name	Position	Current	New	Old	New	School
Allan Laird	Assistant Principal	$70,641	$81,657.06	12C	12C	Alliance School

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

Authorized expenditures already approved in the FY18 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the appropriate placement in the salary range effective February 23, 2018.

Committee's Recommendation

Your Committee recommends that the Board approve the compensation change, as presented in this item, to be effective upon the Board's approval.

This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds recorded as voting "no."

* * * * *

(Item 5) Action on a Request to Approve Compensation Changes — Large High-school Principals

Background

On May 29, 2014, the Board approved the placement of large high-school principals within the current range of 15A, with a salaryto be no lower than $115,000. There are currently four principals in this category that are below $115,000.

		Salary		Grade		
Name	Position	Current	New	Old	New	School
Rose Martin	Principal	$109,731.08	$115,000	15A	15A	Hamilton
Daryl Burns	Principal	$110,143.08	$115,000	15A	15A	Vincent
Tanzanique Carrington	Principal	$113,117.48	$115,000	15A	15A	Rufus King IB
Jineen Mclemore Torres	Principal	$112,705.09	$115,000	15A	15A	Bradley Tech & Trade

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

Authorized expenditures already approved in the FY18 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the salaries, effective February 23, 2018, as indicated on the above list.

Committee's Recommendation

Your Committee recommends that the Board approve the compensation changes, as detailed in this item, to be effective upon the Board's approval.

This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds having been recorded as voting "no."

* * * * *

(Item 6) Action on a Request to Approve Prevailing Wages

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 2016.

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, as follows:

Job Classification	FY17 Current Rate	FY18 MBCTC Prevailing Wage
Bricklayer	36.98	37.25
Bricklayer Crewleader	38.83	39.12
Building Laborer	28.90	29.39
Building Laborer Crewleader	30.40	30.92
Carpenter	35.78	36.31
Carpenter Crewleader	37.59	38.13
Electrician	36.01	37.51
Electrician Crewleader	38.71	39.39
Elevator Constructor Mechanic	45.48	46.49
Insulator Crewleader	35.10	35.31
Insulator/Asbestos Worker	33.83	34.03
Locksmith	35.78	36.31
Locksmith Crewleader	37.59	38.13
Machine Maintenance Crewleader	37.23	38.18
Machine Maintenance Repairman	35.98	36.93

Job Classification	FY17 Current Rate	FY18 MBCTC Prevailing Wage
Painter (Buildings)	30.07	30.25
Painter Crewleader	30.45	30.63
Plasterer	31.99	32.65
Plumber	40.27	40.27
Plumber Crewleader	42.69	42.69
Plumber-Rest. Journeyman I	36.04	36.04
Roofer	30.45	31.70
Roofer Crewleader	30.95	32.20
Sheet Metal Crewleader	42.59	43.56
Sheet Metal Worker	39.62	40.52
Steamfitter	43.26	43.86
Steamfitter Crewleader	45.43	46.06

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 FY18.

Implementation and Assessment Plan

Upon approval by the Board, the new wage rates will be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the prevailing wage rates as described in this item, to be effective as of July 1, 2017.

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

* * * * *

(Item 7) Action on a Request to Approve the 2017-2018 Salary Schedules

Background

On October 30, 2017, at a special meeting of the Board, the Board approved compensation adjustments effective 7/1/17. The updated salary schedules for 2017-2018 are attached to the minutes of your Committee's meeting, including the following approved adjustments:

1. Employees on the "Road to $15" category will be on a five-year plan until their hourly rates reach $15 by FY2021-22.
2. Employees who do not fall under the "Road to $15" category and earn $50,000 or less will receive 0.4% increases to their base salaries.
3. Employees earning over $50,000 will receive a flat dollar amount of $143.08 added to their base salaries.

At its meeting on January 9, 2018, the Committee on Accountability, Finance, and Personnel voted to hold this item in committee.

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 is estimated at $2.1 million. This amount was included in the amended adopted FY18 budget approved by the Board on October 30, 2017.

Implementation and Assessment Plan

For all employees, the salary structure will be retroactive to 7/1/17. The pay adjustment will be first shown on the check dated 12/15/17. The retroactive payment from 7/1/17 will be paid on 12/29/17. The Administration, specifically the Compensation area located within Human Resources, will administer the compensation adjustments as indicated in the 2017-2018 Compensation Adjustments, as provided in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board approve the 2017-2018 Salary Schedules as presented in the attachment to the minutes of your Committee's meeting.

This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds having been recorded as voting "no."

* * * * *

(Item 8) Action on a Request to Rename Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts

Background

Richard Kluge Elementary School is a traditional elementary school which served 294 students in grades K4 through 5 in 2016-17, and the fall enrollment count for 2017-18 was 324.

Kluge was formally designated as an arts specialty school, effective for the 2013-14 school year, through a vote of the Milwaukee Board of School Directors in the fall of 2012. The school is one of seven formally-approved arts specialty schools in Milwaukee Public Schools.

To make the school more easily recognizable for families as an arts specialty school, Kluge is seeking a name change in keeping with the naming conventions at many other MPS arts schools, which include "arts" in their school names.

Principal Keushum Willingham presented a possible name change to various stakeholder groups in September 2017. In a vote, staff supported the change. In October 2017, the School Engagement Council also voted in favor of a new name. Mr. Willingham subsequently submitted the letter as attached to the minutes of your Committee's meeting to the Superintendent, requesting that the school be renamed Richard Kluge Elementary School of the Arts.

The Administration recommends approval of renaming Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts.

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

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school's FY18 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 Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts.

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

* * * * *

(Item 9) Action on Monthly Finance Matters: Informational Report on Change Orders in Excess of $25,000; 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 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.

Report on Change Orders in Excess of $25,000

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

Contract: C025544: Literary Services of Wisconsin, Inc., f/k/a Milwaukee Achiever Literacy Services, Inc.

On August 31, 2017, the Administration requested authorization to enter into the First Extension of a contract with Literary Services of Wisconsin, Inc. f/k/a Milwaukee Achiever Literacy Services, Inc. for adult learning labs. These services provide adult basic education services for families including Adult Basic Education (ABE); General Education Development (GED); High School Equivalency Diploma (HSED)/5.09 Program; GED testing and English as a second language (ESL)/English language learning though the operation of two Adult Learning Labs at North Division and South Division High Schools. The Department of Recreation and Community Services is now adding funds in the amount of $40,000 to provide additional services for families.

Original Term Amount $90,000
Increase $40,000
Adjusted Term Amount $130,000

Contract: C025729: Accounting Equipment Corp, d/b/a AE Business Solutions

On October 26, 2017, the Administration requested authorization to enter into the First Extension of a contract with AE Business Solutions for IT-support services. These services are primarily used by the Department of Technology to provide interim IT support for schools at various times throughout the year, as well as assistance with large-scale projects. The Department of School Nutrition has identified a need for the

services which are the subject of this contract; therefore, additional funds were added in the amount of $48,000 to account for the services needed by Nutrition.

Original Term Amount $202,000
Increase $48,000
Adjusted Term Amount $250,000

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Clement Avenue School	Clement Avenue PTO	5,000.00	Chromebooks
	Total Monetary Donations Over $5,000	*$5,000.00*	
Monetary Donations			
Alliance High School	Gail L. Ganley	$100.00	General School Supplies
Alliance High School	Nancy M Kresse	$50.00	General School Supplies
Alliance High School	Stephen Q. Fong	$50.00	General School Supplies
Alliance High School	Jonathan Weimer	$60.00	General School Supplies
Alliance High School	Eduardo Fernandez Otero	$100.00	General School Supplies
Alliance High School	April Calvert	$100.00	General School Supplies
Alliance High School	Velvet R. Moore-Owen	$120.00	General School Supplies
Alliance High School	Kevin A. Behm	$120.00	General School Supplies
Alliance High School	John W. Murphy	$180.00	General School Supplies
Alliance High School	Shaffer Development, LLC	$500.00	General School Supplies
Alliance High School	Dr. Mary A. Quinn	$100.00	General School Supplies
Alliance High School	Alice M. Ambrowiak	$1,000.00	General School Supplies
Alliance High School	Working Innovations	$417.00	General School Supplies
Audubon High School	Donors Choose	$880.00	Hamilton Tickets
Bradley Trade & Tech	Greater Milwaukee Foundation, Inc.	$4,259.00	Scholarship Fund
Bruce School	Donte Well	$1,000.00	General School Supplies
Clarke Street School	Margaret Kush	$40.00	Holiday Gift
Clarke Street School	Mark Mader	$200.00	General School Supplies
Congress School	General Mills/Box Tops For Education	$91.30	Box Tops for Education
Curtin School	Julie A. Garcia	$5.00	PBIS Donation
Fernwood School	GoFundMe	$109.92	Montessori Model United Nation Conference
Fernwood School	Stefanie L. Klopp	$250.00	Montessori Model United Nation Conference
Fernwood School	Bay View Neighborhood Association	$650.00	Montessori Model United Nation Conference
French Immersion School	Frederick P Kessler	$1,000.00	General School Supplies
German Immersion School	Skybridge Americas, Inc.	$69.26	General School Supplies
German Immersion School	YourCause, LLC*	$8.00	General School Supplies
Hopkins Street School	Barbara Lutsky	$75.00	General School Supplies
King High School	Barb Guyer	$500.00	IB Fees
King High School	Sharon Cook	$100.00	General School Supplies — Music
Lloyd Barbee Montessori	Umansky Motor Cars	$250.00	General School Supplies — Sports
Lloyd Barbee Montessori	Donte Well	$4,000.00	Innovated Classroom Supplies
Milw High School of Arts	Stephen Leopold	$250.00	General School Supplies — Dance
North Division High School	Arlene Jorgensen	$25.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
North Division High School	North Division Alumni Association	$600.00	General School Supplies — Boys Basketball
Pulaski High School	Christopher W. Chen	$500.00	General School Supplies — Band
Ronald Reagan High School	GoFundMe	$8.91	General School Supplies — Science and History
Ronald Reagan High School	GoFundMe	$275.40	General School Supplies — Travel Program
Ronald Reagan High School	Andrew Moriarity	$145.01	General School Supplies — Swim Gear
Ronald Reagan High School	Adamm Education Foundation, Inc.	$1,000.00	General School Supplies — Tennis Program
Obama	Milwaukee School of Engineering	$500.00	General School Supplies
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	$1,000.00	General School Supplies
Trowbridge School	Margaret Stratton	$100.00	General School Supplies
Trowbridge School	Vinod Palathinkara	$100.00	General School Supplies
Trowbridge School	James B. Courtright	$50.00	General School Supplies
Trowbridge School	Frank Krejci	$100.00	General School Supplies
Trowbridge School	Wayne Lueders	$100.00	General School Supplies
Trowbridge School	John H. Turner	$1,000.00	General School Supplies
Trowbridge School	Jonathan Bock	$1,000.00	General School Supplies
Trowbridge School	Alan Purintun	$1,000.00	General School Supplies
Victory School	Bonnie Kaftan	$50.00	General School Supplies
Wisconsin Conservatory	Foley and Lardner, LLP	$210.00	Field Trip Bus Fare
	Total Monetary Donations	*$24,398.80*	
Non-Monetary Donations			
Bradley Trade & Tech	Glen Dawursk	$198.00	Amazon Kindle
Bradley Trade & Tech	Glen Dawursk	$92.00	Tree Decorations
Bradley Trade & Tech	Glen Dawursk	$50.00	Gloves
Bruce School	Mark A. Sain	$25.00	Pick ‘n Save Gift Card
Burbank School	Patrick & Amy Shields	$60.00	Clothes & Shoes for Students
Burbank School	Wisconsin Hospitality Group	$20.00	Pizza Hut Gift Certificates
Burbank School	Rocky Rococo	$300.00	Rocky Rococo Gift Certificates
Burbank School	Martin Luther Lutheran Church	$400.00	General School Supplies
Burbank School	Erin Adricula	$450.00	Coats for Students
Burbank School	Laura Reitz	$30.00	Winter Items for Students
Burbank School	Cynthia Roesler	$30.00	Winter Items for Students
Burbank School	Erin Adricula	$20.00	General School Supplies
Burbank School	Karen Ivory	$25.00	Clothing
Burbank School	University of Wisconsin-Milwaukee (UWM)	$100.00	Target Gift Card
Burbank School	Blood Center of Wisconsin	$100.00	Winter Clothing
Burbank School	Veronica Powell	$100.00	Winter Clothing
Burbank School	Rebecca & Lewis Silbes	$100.00	Winter Clothing
Burbank School	Donors Choose	$1,389.35	Alternative Seating
Burbank School	Donors Choose	$437.08	Art Supplies
Burbank School	Donors Choose	$288.32	Organizational Items
Burbank School	Donors Choose	$613.05	Carpet and Seating
Burbank School	Donors Choose	$764.60	Books
Burbank School	Donors Choose	$890.52	Sensory Table
Burbank School	Donors Choose	$687.00	Books
Burbank School	Donors Choose	$809.12	Dramatic Play Supplies
Clarke Street School	Master Lock	$131.56	Children’s Gloves and Socks
Clarke Street School	Master Lock	$3,437.45	General School Supplies
Clarke Street School	Bev & Dan Caslelaz	$100.00	Winter Hats and Scarves
Clarke Street School	Amanda Andree	$100.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Financial Services	Mr. Chad & Mrs. Shannon Gordon	$156.34	Employee Recognition Luncheon
Financial Services	Mr. Chad & Mrs. Shannon Gordon	$115.99	System Thinking Team Materials
Financial Services	Mr. Chad & Mrs. Shannon Gordon	$621.04	Employee Incentives
Forest Home Avenue School	Donors Choose	$428.02	PBIS Incentives
Forest Home Avenue School	Donors Choose	$311.57	Socks
Forest Home Avenue School	Donors Choose	$503.87	School Supplies
Forest Home Avenue School	Donors Choose	$429.34	iPad
Forest Home Avenue School	Donors Choose	$639.66	Cleaning & Organizational Supplies
Forest Home Avenue School	Donors Choose	$235.37	General School Supplies
Forest Home Avenue School	Donors Choose	$363.68	Time Magazines for Kids
Forest Home Avenue School	Donors Choose	$797.24	Art Supplies
Gaenslen School	University of Wisconsin-Milwaukee (UWM)	$100.00	Student Incentives
German Immersion School	Milwaukee German Immersion School PTA	$1,000.00	1 PCS Touchscreen
German Immersion School	Milwaukee Bucks	$1,496.00	40 Bucks Tickets
German Immersion School	Milwaukee Bucks	$1,496.00	40 Bucks Tickets
Holmes School	United Health Care	$200.00	Physical Education Equipment
Holmes School	United Healthcare	$2,000.00	Physical Education Equipment
Hopkins Street School	MATC BSU — Amanda Brooks	$120.00	General School Supplies
James Groppi High School	Donors Choose	$485.00	Chairs & Painting Materials
Lafollette School	SchoolStore	$50.00	General School Supplies
MacDowell Montessori	Donors Choose	$317.38	Books
MacDowell Montessori	Donors Choose	$220.00	Furniture
MacDowell Montessori	Donors Choose	$220.00	Desk
MacDowell Montessori	Donors Choose	$471.27	Books
Manitoba School	Donors Choose	$323.74	Fans
Manitoba School	Donors Choose	$1,265.99	iPad, Blocks & Headphones
Manitoba School	Donors Choose	$906.25	iPad, Cubetto & Bee-Bot
Manitoba School	Donors Choose	$1,273.27	iPad, Headphones, Tables & Chairs
Manitoba School	Donors Choose	$1,268.96	NG Interactive Tech
Manitoba School	Donors Choose	$1,270.04	iPad, Table & Chairs
Manitoba School	Donors Choose	$1,274.35	Shelves, Tablet & Bins
Manitoba School	Donors Choose	$1,273.47	Vacuum, Software & Speaker
Manitoba School	Donors Choose	$1,271.59	Shelf, Headphones, Tablet & Ink
Manitoba School	Donors Choose	$1,269.12	iPad, Table Hutch & Bins
Manitoba School	Donors Choose	$1,272.13	iPad & Writing Center
Manitoba School	Donors Choose	$1,268.30	Bee-Bot, Ozobot & Books
Manitoba School	Donors Choose	$1,269.50	iTunes Gift Card & Table
Manitoba School	Donors Choose	$1,272.73	Furniture, Blocks, Bins & Books
Manitoba School	Donors Choose	$1,273.33	iPad, Games, Dolls & Clothes

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	$1,273.00	File Cabinets, Dollhouse & Toys
Manitoba School	Donors Choose	$1,268.10	Coding Toys, Books & Puzzles
Manitoba School	Donors Choose	$339.78	Books
Manitoba School	Donors Choose	$353.78	Work Table
Manitoba School	Donors Choose	$247.11	Books & Blocks
Manitoba School	Donors Choose	$257.47	Snacks
Manitoba School	Donors Choose	$316.94	Math Manipulatives
Manitoba School	Donors Choose	$330.47	Containers
Manitoba School	Donors Choose	$1,269.50	Apps, iPad, Echo, Table & Chairs
Manitoba School	Donors Choose	$500.96	Field Trip to Farm
Meir School	Golda Meir PTO	$200.00	Hamilton Bus Tickets
Rogers Street Academy	Adopt A Classroom	$1,200.00	General School Supplies
Obama	Linda A Gianni	$70.00	Books, Folders & Stickers
Obama	Steven Dodge	$2,060.98	Robotic & Welding Materials
Marvin Pratt	More Than A Home, LLC	$150.00	Turkey & Food Boxes for Parents
Total Value of Donations for February 2018		$81,515.48	
**Donations from MPS Alumni*		*$608.00*	

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 vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on the Award of Professional Services Contracts

Background

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

Time Warner Cable Business, LLC, for various E-Rate telecommunications services, PIN-0-0-TLN-DW-ETEL.....$6,938,208

This amount breaks down as follows:

Leased Metro Ethernet Service $6,182,700
Internet Access Service and Connectivity.....$270,000
ISDN PRI Telecommunications Services $485,508

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.

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 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 11) 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:

- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee for teacher professional development, SDV-0-S-VD8-CI-ECTS .....$ 85,000
- Unisource Worldwide, Inc., for copy paper, Varies by location ordering goods.....$ 800,000

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 exception-to-bid 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 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Material Purchase, Professional Services Contract, and Emergency Contract

Background

Recommended for the Board's approval at this meeting are:

Construction Contracts Requested for Approval:

- Brenner Corporation for Air Conditioning in the Gymnasium and Main Office at Marvin Pratt, GN6 00 BDE SV EOSVFEDM .....$ 103,500.00

- Burkhart Construction Corporation for Corridor Locker Installation at Manitoba School,
  MBM 00 BDK MB EMMB ..... $ 55,350.00
- Insulation Systems, Inc. for Piping Re-insulation at the Dover Street Building,
  FAR 00 RDP DS ECNC ..... $ 72,750.00

Material Purchase Requested for Approval:

- Safety Rail Company for Fall Protection – Roof Railing Systems at Various MPS Sites,
  FAR 00 OSM DW ECNC8 ..... $ 249,151.40

Professional Services Contract Requested for Approval:

- Inspection for Athletic Facilities Upgrade at Pulaski Stadium,
  FAR 00 MMQ PD ECNC ..... $ 71,360.00

Report of Emergency Contract:

- Holian Environmental Cleaning Corp. for abatement of damaged asbestos materials from a freeze-up of heating-system piping at Clarke Street,
  FAR00 MM2 DW ECNC..... $ 60,900.00

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 Contracts Requested $231,600.00
- Total Material Purchase Requested $249,151.40
- Total Professional Services Contract Requested $71,360.00
- Total of Emergency Contract Reported..... $60,900.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented, and material purchased.

Committee's Recommendation

Your Committee recommends that the Board authorize the material purchase and 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 13) 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 FMS parking lot.

On November 30, 2017, the Administration received a request from Milwaukee Pabst Holdings, LLC, (Pabst Holdings) for a second 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 utilize a portion of the area between the two properties located along the entire northern property line. As part of the agreement, 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 will expire on December 31, 2018.

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

Once the Board has approved the Temporary Limited Easement, it will be signed and property filed with the City.

Committee's Recommendation

Your Committee recommends that the Board approve the Temporary Limited Easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, 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 14) Action on a Request to Enter into a Programming and Services Agreement with Radio Milwaukee, Inc., Relating to the District's Radio Station, WYMS

Background

The Administration is requesting authorization to enter into a Programming and Services Agreement with Radio Milwaukee, Inc., f/k/a Radio for Milwaukee, Inc., ("RMI") relating to the District's noncommercial educational FM radio broadcast station, WYMS, 88.9 MHz, Milwaukee, Wisconsin, FCC Facility ID No. 42669. This agreement will replace, in its entirety, the Management Agreement between the parties dated November 29, 2004.

The parties have renegotiated the 2004 Management Agreement as a result of revisions to FCC rules concerning main studios for broadcast stations. The renegotiated agreement was drafted by retained counsel, Marissa Repp of the Repp Law Firm, who has particular expertise in the FCC regulations to which the radio station and this Agreement are subject. The City Attorney's office has also reviewed the Agreement and has stated that it has no additional recommended revisions.

The changes are summarized as follows:

- The name of the agreement has changed from "Management Agreement" to "Programming and Services Agreement" to reflect the District's maintenance of ultimate control over WYMS.
- Revisions reflect that the FCC no longer requires a radio station to maintain an official main studio.
- Revisions reflect the FCC's shift to an online public inspection file, versus paper files maintained at the station's main studio.
- Revisions have been made to the fundraising provisions to confirm that they comply with FCC policies.
- Revision of accounting provisions have been made to confirm that revenues raised by WYMS are the property of the District and will be used for WYMS's expenses.
- Insurance provisions for the District have been omitted, as the District is self-insured.
- Board meetings aired over WYMS will include regularly scheduled and special meetings of the full Board (but not committee meetings).
- RMI will continue to provide educational and training programs to the District, which are outlined in Attachment B of the Agreement.
- RMI will maintain a right of first refusal during the term of the Agreement, allowing RMI to meet the terms of any third-party offer for the purchase of WYMS.

The Term of the Agreement runs through December 31, 2018, (the current term of the Management Agreement), with two subsequent auto-renewing extensions of eight (8) years each. Either party may give notice of non-renewal upon 180 days' written notice prior to the end of the current term.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Once approved by the Board, the Programming and Services Agreement with Radio Milwaukee, Inc., will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed Programming and Services Agreement between the District and Radio Milwaukee, 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.

* * * * *

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 a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions

Background

At its meeting on June 29, 2017, the Board referred Resolution 1718R-002, regarding limited-term employees (LTEs), to its 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 the Office of Accountability and Efficiency collaborated to make adjustments to Administrative Policy 6.37 that are consistent with the Board's action, as follows:

ADMINISTRATIVE POLICY 6.37
Limited-Term Employment Positions

The Superintendent; Director, Office of Board Governance; and the management of the Office of the Chief 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 are regular employees (e.g., pre-placement physicals, criminal information background screen, etc.);
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 will 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 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.

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.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.37, Limited-Term Employees, as indicated in this item.

Director Bonds moved to return the item to Committee. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.
Noes — 0.

* * * * *

(Item 2) Action on a Request to Adopt Administrative Policy 5.04, Use of Drones on School Property

Background

On June 29, 2017, the Board adopted Resolution 1617R-003 by Director Falk regarding the development of an MPS policy governing the use of drones.

For the purpose of the policy, the term "drone" refers to all Unmanned Aerial Systems (UAS), Unmanned Aerial Vehicles, and any other device invented, used, or designed to navigate or fly in the air or maneuver over the ground that is operated without human intervention from within or on the aircraft. Also for the purposes of the policy, the term "district property" includes, but is not limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

Since that time, a collaboration that included staff from the Office of the Superintendent, Office of Board Governance, Procurement and Risk Management, Athletics, School Safety and Security, Communications and Outreach, and Facilities and Maintenance has conducted a thorough review consistent with the Board's action to develop the content for the proposed policy to include:

1. reviewing drone policies developed by other Wisconsin school districts;
2. researching information provided by the WIAA regarding the use of drones at sporting events;
3. meeting with the City Attorney for guidance on the development of the proposed policy; and,
4. continuing to use information provided by the Wisconsin Association of School Boards (WASB) to guide development of the proposed policy.

Some of the key components of the proposed policy include prior authorization.

The text of the newly created policy would read as follows:

ADMINISTRATIVE POLICY 5.04
USE OF DRONES ON SCHOOL PROPERTY

(1) Definitions

(a) The term "drone" refers to, all Unmanned Aerial Systems (UAS), Unmanned Aerial Vehicles (UAV), and any other device invented, used, or designed to navigate or fly in the air or maneuver over the ground, that is operated without human intervention from within or on the aircraft.

(b) "District property" includes, but is not limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

(2) Application of Policy

(a) To maintain the safety, security and privacy of students, staff and visitors of Milwaukee Public Schools, the use or operation of drones by any individual is strictly prohibited unless prior authorization has been obtained, as described herein.

(b) All drone operators on MPS sites shall maintain knowledge of and shall be in compliance with all federal laws, regularions of the Federal Aviation Administration (FAA, and state and local laws related to the use of drones.

(c) All drone operators on MPS sites shall maintain knowledge of and shall be in compliance with the limitations created by the proximity to FAA-registered airports/airstrips, including, but not limited to, Mitchell International Airport and Lawrence J. Timmerman Airport.

(d) The use of drones shall in all instances be limited to outdoor events.

(e) All operation of drones at events requires Certificate of Authorization (COA) and compliance with the FAA's small unmanned aircraft rule, Part 107.

(f) Use of drones for the purpose of conducting research or gathering data shall not be permitted without additional review and approval of the Department of Innovation Development-Research and Evaluation (or its successor department).

(g) Use of drones on MPS property by any contracted vendor or service provider is prohibited, unless permission has been granted in the contract.

(h) This policy shall be reviewed every two years, and any necessary revisions shall be brought to the Board for approval.

(3) Student Use Prohibited

(a) Use of drones on district property by students is prohibited.

(4) Authorization for Use by Staff

(a) Use of drones on MPS property by staff shall be strictly for educational purposes.

(b) Staff shall obtain the pre-authorization of the building administrator or the Superintendent.

(c) Building administrators shall obtain written consent from the Regional Superintendent at least 48 hours prior to the use of the drone.

(d) A detailed description of the type of drone and the anticipated drone operation is required.

(e) The staff drone operator shall provide proof that he/she is licensed by the FAA to operate the drone. The staff drone operator shall provide the district with verification that the drone to be used is consistent with the FAA's requirements.

(5) Authorization for Use by the Public

(a) Use of drones by minors on district property is prohibited.

(b) A permit granting permission to use a drone on MPS property shall be obtained by the drone operator from the Department of Recreation prior to any drone use. The Department of Recreation will consult with other departments, as necessary, to determine the appropriateness of the request.

(c) A detailed description of the type of drone and the anticipated drone operation is required.

(d) The drone's operator shall provide proof that he/she is licensed by the FAA to operate the drone. The drone operator must provide the district with verification that the drone to be used is consistent with the FAA's requirements.

(e) The drone's operator shall provide a signed agreement holding the district harmless from any claims of harm to individuals or damage to property.

(f) The drone's operator shall provide the district with a current certificate of aviation liability insurance with limits of not less than $1 million. The certificate shall also document a waiver of any subrogation involving Milwaukee Public Schools or its insurance.

(6) Use Requirements and Limitations

(a) All drones must remain under the control of the drone's operator at all times and shall remain within the line of sight of the operator.

(b) The use of drones shall be limited to the scope of operation in the permit/authorization for use, to include whether the drone's operator may record and/or transmit audio, video, and/or images.

(c) The use of drones shall in all instances be limited to outdoor events. The use of drones within any district building is strictly prohibited.

(d) Drones' operators are prohibited from flying drones over playing surfaces and seating and spectator areas where and when people are present, as well as event parking areas where and when people and/or vehicles are present.

(e) All drone operators and their employers (as applicable) are responsible for ensuring drone operators are trained and proficient in the use of the drones which they will operate. Drone operators must be aware of the risks of drone use, including, but not limited to, personal injury and property damage caused by the drone as a result of weather, operator error or judgment, and/or failure of drone systems and equipment — and must exercise due care to avoid such risks.

(f) Drones may not be operated in any way that would create a public safety hazard, damage property, violate privacy, or in such a way that unduly affects the environment of those entering, exiting, working in, or moving about MPS property.

(g) When recording and/or transmitting audio, video, and/or images, drone operators must, at all times, avoid areas reasonably considered private, such as restrooms, locker rooms, individual residences, and medical treatment rooms/areas.

(h) Event managers shall refuse admission to any individual or group attempting or intending to use a drone without authorization at any district-sanctioned event.

(i) Event managers are authorized to suspend play or activities, if necessary, to remove and confiscate any unauthorized use of a drone or any authorized use that is in prohibited areas during a district event.

(j) Failure to follow this policy may result in the drone operator's being denied admission to future events on school or district grounds and/or the denial of future request for the use of drones.

(k) Prior approval of the use of a drone may be revoked at any time if district staff has good reason to believe the safety, security, and/or privacy of students, staff, or visitors are at risk.

(6) Use at Wisconsin Interscholastic Athletic Association (WIAA) Events

(a) All drone operators shall adhere to WIAA regulations relative to the transmission, internet streaming, photography, imaging, filming, videotaping, audio recording, and play-by-play depiction or description of any competition and/or game. Such action is prohibited without written consent of the WIAA.

(b) All "real-time" or tape-delayed audio, video, or textual transmission of play-by-play is the exclusive property of the WIAA and rights-granted entities. Any account/transmission of real-time video, audio, or textual play-by-play is prohibited on-site or off-site without consent of the WIAA.

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.

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 adopt Administrative Policy 5.04, Use of Drones, as presented in this item.

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

* * * * *

(Item 3) Action on a Request to Revise Administrative Policy 7.37, Graduation Requirements

Background

As part of 2017 Wisconsin Act 59, the minimum passing score on the civics test for high-school graduation as set forth by Wisconsin Statute Section 118.33(1m)(a)1 was increased from 60 to 65 out of 100. Current students who have not obtained a score of at least 65 are ineligible to receive high-school diplomas. The Wisconsin Department of Public Instruction (DPI) has indicated that students who have previously scored between 60 and 64 but hav not yet received diplomas would be required to retake the civics test to obtain this new statutory minimum. MPS had one student that fell into that category. This student has since successfully retaken and passed the test.

The Administrative Policy 7.37 has been updated to reflect this change in the law, as follows:

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 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, ~~I~~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's 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 ~~by answering 60 of 100 questions correctly~~. (Students with IEPs must complete the exam to receive diplomas, but are not required to meet the state's benchmark ~~of 60 correct answers~~.)

(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 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 (if the student is under 18). At this meeting, the student and parent will receive information regarding early graduation (scholarships, advanced courses, AP, IB, and YOP [Youth Options Program] 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 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 Diploma
- Milwaukee — 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 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, 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 with either their entry or exit class.

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 1(b) through 1(d) 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

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.37, Graduation Requirements, as presented in this item.

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

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(Item 4) Action on a Request to Revise Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities

Background

On October 26, 2017, the Milwaukee Board of School Directors took action to direct the Administration to bring forth to the appropriate committee a policy and procedure to address situations related to Administrative Policy 5.02(3)(a)(2)(e). Administrative Policy 5.02 and Administrative Procedure 5.02, Use of School Facilities, have been revised to include provisions for the charging of fees and/or sale of concessions while permitting school district facilities, provided a Use of School Facilities Waiver Application has been approved by the Office of Operations, Department of Recreation and Community Services.

This change in policy and procedures accommodates requests by outside non-profits and community groups to exchange monies on site while permitting a school district facility. Recent examples that have required a waiver to Administrative Policy 5.02 include a Bike Bazaar by the Bike Federation of Wisconsin at Hamilton High School and a Farmers Market at Enderis Playfield. Permission to charge fees will only be granted if the profit-making use benefits the Milwaukee Public Schools or a charitable organization, or is for the purpose that serves the public good.

The recommended revisions to the policy and its procedure are as follows:

ADMINISTRATIVE POLICY 5.02
USE OF SCHOOL FACILITIES

The Board shall grant the use of school district facilities as follows:

(1) Use by District

The District shall have first priority in use of its facilities to conduct its own activities. As used herein, school district facilities shall include, but not be limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

(2) Use by School-based Parent Groups

School-based parent groups shall have second priority in the use of school facilities. Requests for use of a facility by school-based parent groups shall be directed to the school administrator, defined as the principal or lead teacher with budgeting authority, of the appropriate school district facility, who shall issue a permit to cover the authorized school-based parent groups' meetings.

(3) Use by Community

(a) General Provisions

1 Individuals and groups in the community shall have third priority in the use of school district facilities. The use of school district facilities shall be granted regardless of the philosophical, political, or religious viewpoint of the individuals or groups requesting the use of school facilities. In addition, groups may request the use of school district facilities for speaker, panel, roundtable, debate, or discussion programs of the forum type on economic, social, and political subjects upon petition and in conjunction with applicable provisions.

2. The following provisions apply to use of school district facilities by the community:

a. The use of school district facilities shall be granted on a first-come, first-served basis as requests for use are received. No individual or group shall be allowed exclusive rights to the use of any school district facility or portion thereof in any given school year.

b. Use of facilities must be in compliance with all applicable state and local laws, safety standards, and building-code requirements, including, but not limited to, the requirement that a licensed engineer employed by the Milwaukee Board of School Directors be on site for the operation of heating, ventilation, and air-conditioning systems.

c. No request for facility use shall be considered unless it is made by an adult. All individuals or groups who use a school district facility must provide appropriate adult supervision for its activities and shall be responsible for the proper conduct of all persons using school district facilities under the permit.

d. The District may not refuse to issue a permit for facility use unless the requested use conflicts with the interests of the District. Conflicts upon which community use may be denied include, but are not limited to:
- interference with use of the facility for school or district purposes or school-related functions
- lack of appropriate space or facilities
- lack of necessary personnel or event supervision
- safety concerns
- potential for damage to the facility
- insufficient insurance coverage
- failure to abide by board rules, policies, or procedures
- failure to keep current on monies owed to the District
- use that constitutes illegal activity
- allowing a facility-use permit to be used by any other individual or groups.

e. Use of school district facilities shall not be granted to individuals or groups whose purpose in using the school district facilities is to make a commercial gain or personal profit, unless the individual or group has a Use of School Facilities Waiver Application on file that has been approved by the Office of Operations, Department of Recreation and Community Services. The sale of concessions or other goods is prohibited unless permission is granted in the Waiver. Any permitted use of facilities must be open to the public and free unless permission to charge admission or other fees has been granted in the Waiver.

~~1. While Admission to events may not be charged; requests for donation are permissible.~~

~~2. Unless otherwise authorized by the District, the sale of concessions is prohibited. In the event authorization is given, concessions must be sold at cost and may result in additional fees charges to the permit holder as they relate to set up and clean up.~~

f. Individuals or groups using school district facilities shall be primarily liable for any damage to or theft of property, any personal injury, and any expenses incurred in consequence of any use of school district facilities or equipment and shall promptly reimburse and/or pay for costs associated with any such damages or expenses.

g. No permits will be issued without a valid and current certificate of comprehensive general liability insurance as required by the Office of Finance, Department of Procurement and Risk Management. Such insurance is to name the Milwaukee Board of School Directors as an additional insured and certificate holder for the term of the event or activity.

h. Use or possession of alcoholic beverages, tobacco, controlled substances, pepper spray, firearms, or other weapons is prohibited on school district premises.

i. Informational flyers, advertisements, or any other publications issued by the group shall not indicate endorsement or sponsorship by the Milwaukee Board of School Directors or the Milwaukee Public Schools.

j. New permit applications or requests for the renewal of existing permits may be refused by the District for infractions of district

administrative policies and procedures. Appeals must be submitted in writing to the Office of the Superintendent.

k. Failure to provide proper notice of cancellation to the Office of Operations, Department of Recreation and Community Services, at least 48 hours in advance of the permitted date of use will result in revocation of current and future permits and may result in an additional assessment of fees.

l. Failure to comply with general provisions will result in revocation of all current and future permits and may result in an additional assessment of fees.

(b) Use of Facilities During "Hours for Free Meeting Use" on Days of Student Attendance

1. To the extent practicable, a minimum of three regular classrooms, permanent cafeteria, and/or library, as designated by the school administrator, shall be made available for use for public meetings. The school administrator shall issue a permit authorizing such use.

2. "Hours for free meeting use" are permissible for up to four hours past final bell for all high schools and up to two hours past final bell for all other school district facilities.

3. Groups who are requesting permits for use during the "hours for free meeting use" and whose hours may extend beyond the free-time limit shall be charged a minimum of two hours' facility use fees.

4. Organizations requesting room set-up service (such as tables, chairs, etc.), will be charged a flat fee per each date of use.

(c) Use of Facilities Other Than During "Hours for Free Meeting Use" on Days of Student Attendance

1. Rooms are available on a fee-paid basis.

2. All requests for the use of a school facility outside of the parameters as defined under "Hours for Free Meeting Use" shall be directed to the Office of Operations, Department of Recreation and Community Services. A facility use permit shall be issued by this Department, pending approval by the school administrator and receipt of proper liability insurance coverage.

(d) Use of Facilities on Weekends, Holidays, Vacation Breaks, and Non-Student-attendance Days

School district facilities shall be available for use by the public during weekends, holidays, vacation break, and non-student-attendance days on a fee-paid basis. All requests for use during these time periods shall be directed to the Office of Operations, Department of Recreation and Community Services. A building use permit shall be issued by this Department, pending approval by the school administrator and receipt of proper liability insurance coverage.

(e) Use of School Kitchens

School kitchen facilities, which are deemed separate from school cafeterias, in addition to being available for district programs, shall also be available for community use on a limited basis with the approval of, and under the conditions established by, the school administrator and the appropriate Central Services Departments as noted in the procedure.

(4) Use by Institutions of Higher or Continuing Education

Groups of higher or continuing education that charge tuition shall be required to obtain a permit from the Office of Operations, Department of Recreation and Community Services, and to pay a fee for the use of a school district facility, regardless of the time or day of the week in which the school district facility is used.

(5) Use of School Stadiums

(a) Use of school stadiums, including, but not limited to, the field, track, seating areas, press box, concession areas, and restrooms, shall be made available for non-district use only when it does not conflict with school-district-sponsored activities.

(b) All non-district use of school stadiums must be in accordance with the provisions of section (3), Use by the Community, of this policy. In addition, supplemental fees related to stadium maintenance will be charged per use.

(c) Requests to use school stadiums must be approved by the Office of Operations, Department of Recreation and Community Services, which shall determine fees based on specific use.

(6) Use by Governmental Agencies for Civil Service Examinations and by the Election Commission for Polling Sites

(a) A governmental agency may use room(s) in a school building free of charge during normal hours of operation or during "hours of free meeting use" for the purpose of conducting civil service examinations, if the school administrator indicates that space is available and if the governmental agency provides security or covers costs associated with MPS-assigned safety personnel to protect district property and to prevent unauthorized persons from being in the building. Use outside of normal hours of building operation or outside of the "hours of free meeting use" will be subject to the general provisions as described in Administrative Policy 5.02(3).

(b) The Election Commission may establish polling sites at various school district facilities to meet the needs of the voting community during elections of candidates for political office.

ADMINISTRATIVE PROCEDURE 5.02
USE OF SCHOOL FACILITIES

(1) Use by District

(a) Extra-curricular Student Activities

1. Extra-curricular student activities occurring during the school day, or immediately thereafter, and not involving extra custodial service, staff supervision, or admission fees shall be authorized at the discretion of the school administrator, defined as the principal or lead teacher with budgeting authority, or a district administrator from the Office of School Administration.

2. Permission for the use of school buildings and equipment for extra-curricular student activities outside of school hours may be granted by the school or district administrator under the following conditions:

a. The school administrator shall be responsible for the building during student extracurricular use and shall be either present or represented by an authorized school administrator.

b. Student activities and celebrations of any kind held in the school must be school related and be initiated and sponsored by the District (e.g., dances, school plays).

(b) Alumni Events

1. A Milwaukee Public Schools alumni association or alumni group may be permitted the use of school district facilities free of charge for a two-hour nostalgic tour.

2. The school administrator shall be responsible for the building during such use.

3. All requests for a facility use permit for a nostalgic tour shall be directed to the Office of Operations, Department of Recreation and Community Services.

4. Activities of an alumni association that take place at the school district facility shall be in accordance with procedures for community use.

5. Activities of an alumni association that take place at an outdoor facility shall be in accordance with the outdoor permitting process.

(c) Department of Recreation and Community Services Activities

1. The Office of Operations, Department of Recreation and Community Services, and school administrator shall work cooperatively in providing a unified program. The Office of Operations, Department of Recreation and Community Services, shall arrange for the services of such staff, including nutrition services, school safety, and custodial, as may be needed to conduct its activities.

2. Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. The Office of Operations, Department of Recreation and Community Services, shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The Office of Operations, Department of Recreation and Community Services, or its contractors or providers, shall be responsible for any costs associated with theft or damage to kitchen equipment during use.

3. The Office of Operations, Department of Recreation and Community Services, may charge reasonable fees for its activities and may sell supplies to participants. Gross receipts for fees and supplies shall be deposited with the Office of Finance and credited to the Extension Fund or designated program account.

(2) Use by School-based Parent Groups

(a) Internal Facility Use Permits, defined as permits issued and approved by the school administrator for use of a school district facility by a district affiliate or a district-sponsored group, shall be obtained from the school administrator for all meetings, activities, and fundraising activities of school-based parent groups/organizations. School district facilities may be used during school hours for meetings, if approved by the school administrator.

(b) School district facility use shall be free of charge unless additional costs result from use, including, but not limited to, room set-up and clean-up.

(c) Costs incurred from use of the assignment of additional staff such as nutrition services, school safety, and custodial, shall be charged to holder of the Internal Facility-Use Permit. At the discretion of the school administrator, costs may be assumed by the school.

(d) MPS Safety personnel may be requested at the discretion of the school administrator. Unless otherwise provided for in Administrative Policy 5.02, groups may not provide their own safety or security.

(e) Fundraising for the benefit of the school district, pursuant to Administrative Policy 7.22, may be permitted. Requests for an Internal Facility Use Permit shall indicate whether monies will be charged or raised in connection with the use, and if so, how such monies will be expended.

(f) Use of school swimming pools is prohibited due to risk of liability to the District and community.

(g) Occupancy of corridors is in violation of fire department regulations. Corridors shall be kept free from obstruction at all times.

(h) No holder of an Internal Facility Use Permit shall allow the permit to be used by any other individuals or groups. Third-party usage of an Internal Facility Use Permit may result in revocation of current and future permitted use.

(i) In addition to the adult supervision required by Administrative Policy 5.02, holders of Internal Facility Use Permits shall abide by any rules put into place by the school administrator.

(j) Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. All permit holders shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The school shall ultimately be responsible for any costs associated with theft or damage to kitchen equipment during use.

(3) Use by Community

(a) General

1. Facility Use Permits, defined as permits issued to community entities for use of school district facilities, shall be obtained from the Office of Operations, Department of Recreation and Community Services.

a. Indoor Facility Use Permits are defined as permits issued for the use of indoor school district facilities, including, but not limited to, classrooms, auditoriums, gymnasiums, and cafeterias.

b. Outdoor Facility Use Permits are defined as permits issued for the use of outdoor school district facilities, including, but not limited to, playfields and stand-alone field houses.

2. No holder of a Facility Use Permit shall allow the permit to be used by any other individuals or groups. Third-party usage of a Facility Use Permit may result in revocation of current and future permitted use.

3. The adult supervision required by Administrative Policy 5.02 is in addition to supervision of the entering and exiting of the school district facility by all persons using school district facilities under the permit.

4. Costs for facility use resulting from the assignment of additional staff, such as nutrition services, school safety, and custodial, shall be charged to the holder of the Facility Use Permit. At the discretion of the school administrator, costs may be assumed by the school.

5. MPS Safety personnel may be requested at the discretion of the school or district administrator. Unless otherwise provided for in Administrative Policy 5.02, groups may not provide their own safety or security.

6. Any school or district administrator wishing to waive fees for costs incurred by the permitted use of a school district facility may do so by providing his or her school or department budget code and assuming all costs.

7. Requests for changes to, or the cancellation of, an issued permit must be received by the Office of Operations, Department of Recreation and Community Services, no later than 48-hours prior to the permitted time of facility use. Requests for cancellations by a permit holder in excess of five times in a three-month period will trigger a review of all current and pending permits by that permit holder and may result in revocation of permits. Failure to submit proper notice of cancelation may result in the assessment of fees and/or revocation of current and future permits.

8. Admission ~~for~~ or other fees may ~~not~~ be charged~~; however, requests for donations are permissible~~ only if permission to charge such admission or fees is granted by the Office of Operations, Department of Recreation and Community Services. Any admission and/or fees to be charged shall be disclosed on the Use of School Facilities Waiver Application. Permission to charge admission and/or fees shall be granted only if the profit-making use benefits Milwaukee Public Schools or a charitable organization, or is for a purpose that serves the public good. Unless otherwise authorized by the District, the sale of concessions is prohibited. In the event authorization is given, ~~concessions must be sold at cost and may result in~~ additional fees may be charged to the permit holder as they relate to set-up and clean-up.

9. A certificate of insurance providing liability insurance coverage shall be required for the use of a school gymnasium, field house, multi-purpose room, classroom, cafeteria, auditorium, or kitchen. The certificate shall name the Milwaukee Board of School Directors as additional insured and certificate holder for the term of the activity.

10. A minimum of three weeks' notice shall be required to obtain a Facility-Use Permit.

11. Revocation or non-renewal of permits by the issuing party may be appealed by the requestor to the Office of the Superintendent in written form. The Superintendent or designee shall review the circumstances surrounding the denial and shall render a final opinion on the appeal as to acceptance or rejection of the request for facility use.

12. Information regarding the fee schedule for facility use is available on the MPS website. Fees will be reviewed with the annual budget process and adjusted accordingly.

13. The Office of Operations, Department of Recreation and Community Services, may require prepayment of fees for facility use.

(b) Indoor Facilities

1. Indoor Facility Use Permits, defined as permits issued by the Office of Operations, Department of Recreation and Community Services, and approved by the school administrator for the use of district-owned indoor facilities, shall be issued to community groups, including groups of individuals, for the use of school buildings, provided that the meeting is open to the public and free; that the school administrator certifies that the meeting does not conflict with district-related activities; and that the charges for such use, as determined by the Board, are paid upon billing.

2. Use of school regular classrooms, libraries, or permanent cafeterias during "hours for free meeting use" shall be authorized by the school administrator. Upon approval, the school administrator shall provide the requestor with the appropriate rules and instructions for such use and direct applications to the Office of Operations, Department of Recreation and Community Services, to issue a Facility Use Permit.

3. Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. All permit holders shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The permit holder shall be responsible for any theft or damage claims arising out of its activities.

4. Use of school swimming pools is prohibited due to risk of liability to the District and community.

5. Occupancy of corridors is in violation of fire department regulations. Corridors shall be kept free from obstruction at all times.

6. All fees charged for Indoor Facility Use Permits will be billed by the Office of Operations, Department of Facilities and Maintenance. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

7. There will be no charge for community use of school district facility meeting rooms at times designated within the hours for free meeting use. If, however, the facility use requires district personnel for set-up or clean-up, a minimum fee of one (1) hour will be charged.

(c) Outdoor Facilities

1. The use of outdoor district facilities, including, but not limited to, playfields and field houses, shall be authorized by the Office of Operations, Department of Recreation and Community Services.

   a. Port-a-lets are available upon request of the permit holder and at the discretion of the Office of Operations, Department of Recreation and Community Service, which will arrange for the delivery and pick-up of port-a-lets. Charges incurred will be invoiced to the permit holder. Permit holders may not provide their own port-a-lets.

   b. The use of electricity from field houses to power outside equipment is prohibited. Permit groups must provide their own generators.

   c. Keys for MPS outdoor facilities are distributed at the discretion of the Office of Operations, Department of Recreation and Community Services, and only to permit groups that have an established partnership with the Office of Operations, Department of Recreation and Community Services, and a signed Partnership Agreement on file. Groups eligible for a Partnership Agreement include official neighborhood associations, youth-serving non-profit organizations, and governmental agencies. Keys are issued only with a current permit and are collected when the permit expires.

2. All fees charged for Outdoor Facility Use Permits will be billed by the Office of Operations, Department of Recreation and Community Services. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

(d) School Stadiums

1. Use of school stadiums shall be made available for non-district use only when it does not conflict with school district-sponsored events and at the discretion of the Office of Operations, Department of Recreation and Community Services.

a. A maintenance fee will be charged to all permit groups using stadium locations.

b. At the discretion of the Department of Recreation and Community Services, a MPS building engineer may be assigned. In the event that a MPS building engineer is assigned, permit holder will be billed by the Office of Operations, Department of Facilities and Maintenance Services.

2. Fees charged for Stadium Facility Use Permits and event staff will be billed by the Office of Operations, Department of Recreation and Community Services. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

(4) Use by Institutions of Higher or Continuing Education

1. Institutions of higher or continuing education that charge tuition shall be required to obtain a Facility Use Permit from the Office of Operations, Department of Recreation and Community Services, shall provide a certificate of liability insurance naming the Milwaukee Board of School Directors as "additional insured" under the appropriate insurance coverage, and are subject to the same general provisions and fees as outlined under section (3)(a), Use by Community, above.

2. All fees charged for Indoor Facility Use Permits will be billed by the Office of Operations, Department of Facilities and Maintenance. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

(5) Public Forum Meetings

1. Groups may request the use of school facilities for speaker, panel, round table, debate, or discussion programs of the forum type on economic, social, and political subjects upon petition as hereinafter provided. The school administrator must certify that these gatherings do not interfere with the programs of the regular school day or the Office of Operations, Department of Recreation and Community Services, programs.

2. The Office of Operations, Department of Recreation and Community Services, shall issue a permit after acquiring the written request and the appropriate certificate of insurance naming the Milwaukee Board of School Directors as "additional insured" under the insurance coverage.

3. The form of petition shall be presented at least three (3) weeks prior to the date of the meeting. The person whose signature appears on the petition shall be considered spokesperson of the petitioning group. The spokesperson shall be responsible for the preliminary arrangements and program.

4. The public may be given an opportunity to share the use of the platform for a discussion of "the subject of the evening." If the subject of the evening is one of political interest to be discussed by any political candidate for election, then all candidates for the particular office involved shall be eligible to take part in the program, but such candidates shall appear normally.

5. The petition shall contain, in addition to the time and place of the meeting, the subject or subjects to be discussed, together with the type of gathering to be held — speaker, panel, round table, debate, or discussion from the floor without platform preliminaries.

6. Petitions will be considered in the order of filing.

7. The Office of Operations, Department of Recreation and Community Services, shall, if requested, assist the petitioner in obtaining a moderator to be in charge of the program.

8. The Department of Recreation and Community Services shall arrange for the services of such help as may be needed to conduct and supervise such meetings and to

perform the custodial work connected therewith. All costs for services shall be borne by the petitioner in accordance with the fee schedule for facility use by the community.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will follow the revised policy and procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed changes made to Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities, as presented in this item.

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

* * * * *

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-010 by Director Bonds to Create a City-wide Computer Science Program at Barack Obama School of Career and Technical Education

Background

At its meeting on October 26, 2017, the Board referred Resolution 1718R-010 by Director Bonds to create a city-wide computer science program at Barack Obama School of Career and Technical Education to the Committee on Student Achievement and School Innovation.

Resolution 1718R-010

By Director Bonds

WHEREAS, The mission of the Milwaukee Public Schools states, "MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, Wisconsin continues to see growth in the number of information technology related companies and jobs, with the demand for computing jobs in Wisconsin in 2017 being higher than that for any other occupation category; and

WHEREAS, Wisconsin continues to see a growth in technology companies, such as Epic and Foxconn, coming to Wisconsin, yet there continues to be a shortage in the workforce for

technology related jobs including information technology, computer coding, healthcare, advanced manufacturing, and bioagriculture; 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, In June 2017, the Wisconsin State Superintendent adopted the *Wisconsin Standards for Computer Science*; and

WHEREAS, Each district, school, and program is charged with determining the means by which students will meet the *Wisconsin Standards for Computer Science*; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science program to be located at Barack Obama School of Career and Technical Education; and be it

FURTHER RESOLVED, That the new computer science program be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science program include specific emphasis on each of the five conceptual strands outlined in the *Wisconsin Standards for Computer Science*:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the program begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the new computer science program to the Board no later than the February 2018 Board cycle.

Administration's Analysis

Resolution 1718R-010 is well-aligned to the goals of a current grant, Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS). 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 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. Based on this close alignment, the Administration is in agreement with the spirit of the resolution and is recommending its adoption with minor amendments.

In alignment with the resolution and as part of the grant, a math teacher at Obama School of Career and Technical Education will receive training in the summer of 2018 to teach Exploring Computer Science next school year (2018-19). In addition, Obama is currently exploring opportunities to add Computer Science Fundamentals at the K-5 level and Computer Science Discoveries at the 6-8 level.

The project's goals and outcomes are to prepare at least 45 high-school teachers across the district for classroom placement with both professional development and endorsements to effectively teach the AP CSP national computer science curricula by 2020 school year.

Scaffolding must be in place for teachers and their students to be successful. Students must have access to preparatory CS courses in earlier grades if they are to succeed in large numbers in the AP CSP course in high school. Thus, the grant has the following sub-goals:

1. to prepare at least 45 MPS teachers to teach Exploring Computer Science (ECS), an introductory high-school computer science course that is important as preparation for AP CSP;
2. to prepare at least 54 middle-school (6^{th}-8^{th} grade) teachers to offer computer science in MPS;
3. to prepare at least 75 elementary-school teachers to offer computer science in MPS; and
4. to prepare at least 12 undergraduate computing majors to lead after-school coding clubs in MPS.

To date, approximately 100 K-5 teachers have been trained in Computer Science Fundamentals (CSF), 13 sixth- to eighth-grade teachers have been trained in Computer Science Discoveries, 12 high-school teachers have been trained in Exploring Computer Science, two teachers have been trained in Computer

Science Principles in preparation for teaching AP CSP, and five teachers have been trained in Teaching Computer Science to improve pedagogy.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule 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 provided directly to MPS. Funds are provided to MPS for a 0.5 FTE (full-time-equivalent) lead teacher to recruit teachers to the program andto 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 three years).

Implementation and Assessment Plan

Upon approval by the Board, Resolution 1718R-010 will be implemented.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-010 by Director Bonds to create a city-wide computer science program at Barack Obama School of Career and Technical Education, with the Resolved portion of the resolution to be amended as follows:

RESOLVED, That the Board direct the Administration to create ~~a~~ city-wide, comprehensive computer science programming ~~to be located~~ at Barack Obama School of Career and Technical Education and throughout the district in alignment with the Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) grant and be it

FURTHER RESOLVED, That the new computer science programming be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science programming include specific emphasis on each of the five conceptual strands outlined in the *Wisconsin Standards for Computer Science*:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the programming begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring ~~a~~ an update on the plan for implementation of the new computer science programming to the Board no later than the ~~February~~ September 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 1718R-015 by Director Voss Regarding District-wide Assessment Results

Background

At its meeting on December 21, 2017, the Board referred Resolution 1718R-015 by Director Voss, regarding district-wide assessment results, to the Committee on Student Achievement and School Innovation.

Resolution 1718R-015

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools provides that "MPS will be among the highest student-growth systems in the country"; and

WHEREAS, The mission of Milwaukee Public Schools provides that "MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHERAS, MPS has identified three goals that are essential to the accomplishment of the MPS's vision and mission, the first being academic achievement; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that "Leadership, educator development, and child-driven, data-informed decision making are keys to student achievement"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes closing the gap as a strategic objective in the area of academic achievement;

WHEREAS, In closing the gap, Milwaukee Public Schools aims to be a national model of excellence in educating all students by providing a rigorous academic program that ensures equitable opportunities for all children to reach their full potentials; and

WHEREAS, Administrative Policy 2.16, District Accountability Systems, states that "the primary purpose of the district Accountability System is to provide information to improve the capacity of schools to continually increase the academic performance of all students"; and

WHEREAS, Administrative Policy 7.38, Balanced Assessment System, states that "the district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research"; and

WHEREAS, the Milwaukee Board of School Directors is committed to full transparency and accountability to the constituents of the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board direct the Administration to report district-wide assessment results to the Board through the Committee on Student Achievement and Innovation on a triannual basis; and be it

FURTHER RESOLVED, That the assessment report include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, district, and school components;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment report be brought to the Board no later than the February 2018 Board cycle.

Administration's Analysis

The Administration is recommending amendments to the resolution: First, the Administration recommends that the assessment system be reviewed every three years to make certain MPS continues to minimize the amount of testing to what is essential. Additionally, reports to the Board occur annually that

align to the availability of specific data. Below is a tentative assessment report schedule. This schedule may change based on release dates of data or embargoes.

Assessment	Report Date
NAEP (biennial in even years)	January
Gifted & Talented Identification Data	February
No Reports	March
No Reports	April
ACCESS	May
Year-end Data — Universal Screening in Early Literacy, Reading, and Math	June
No Reports	July
ACT Aspire & ACT WorkKeys	August
Post-Secondary Enrollment Data and ACT Graduate Data	September
No Reports	October
State Assessment Data (Forward, DLM, & ACT)	November
State School Report Cards	December

This calendar is dependent on the availability of data currently, but may change based on release dates and embargoes.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, reporting per this resolution will begin in May 2018.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-015 by Director Voss, regarding district-wide assessment results, with the Resolved portion amended as follows:

RESOLVED, That the Board direct the Administration to evaluate the ~~report~~ district-wide assessment ~~results~~ system and report to the Board through the Committee on Student Achievement and Innovation on a ~~triannual~~ triennial basis; and be it

FURTHER RESOLVED, That the assessments results be made available to and/or reported annually to the Board, to include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, and district assessments~~, and school components~~;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment reporting ~~be brought~~ to the Board will occur during the ~~no later than the February~~ May 2018 Board cycle.

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

* * * * *

(Item 3) Report with Possible Action on the Transformation Network

Your Committee reports having received the following report (with attachments presented under separate cover) from the Administration.

Background

The Transformation Network is an innovative and differentiated approach of using an equitable lens to allocate district resources, supports, and opportunities based on the needs of all stakeholders in the district.

In October of 2016, Milwaukee Public Schools began to use the School Quality Review (SQR) process with 42 schools identified as "fails to meet expectations" on the Wisconsin Department of Public Instruction (DPI) state report card.

The School Quality Review is used to reflect on school performance,to engage in dialogue to identify strengths and opportunities, and to determine what interventions, if any, are best suited for school turnaround.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the report of the delegates to the Milwaukee Education Partnership (MEP), the MPS Head Start Policy Council, and the Title I District Advisory Council (DAC).

* * * * *

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

This report will be presented at the next regular meeting of the Board.

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1718C-003 Regarding Financial Education

Background

The Office of Board Governance has received the attached communication from Mr. Bob Wynn requesting a hearing regarding the racial wealth gap, financial education, and community wealth creation.

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.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

The communication was referred to the Superintendent.

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RESOLUTIONS

Two resolutions were presented for referral.

Resolution 1718R-017

by Director Woodward

WHEREAS, The Milwaukee Public Schools' Strategic Plan states as a goal that, "School communities work together for improvement of academic achievement"; and

WHEREAS, Grant Gordon was born in Houston, Mississippi, on February 17, 1917, relocated with his family to South Beloit, Illinois, in December 1917, and graduated from South Beloit High School in 1935; and

WHEREAS, Grant Gordon moved to Milwaukee and attended Milwaukee State Teacher's College (now University of Wisconsin-Milwaukee), where he received a bachelor's degree in 1940; and

WHEREAS, In 1940 Grant Gordon joined the US Army, became a 1st Lieutenant, and took part in the D-Day Invasion of Normandy on June 6, 1944; and

WHEREAS, Grant Gordon was hired as a teacher at the former Fourth Street School in 1944; and

WHEREAS, After returning to Milwaukee, Grant Gordon enrolled in Marquette University and received a master's degree in Education; and

WHEREAS, In 1960, Grant Gordon was the first African-American to become a principal in MPS, leading Garfield Avenue School; and

WHEREAS, In 1968, Grant Gordon became an Administrative Specialist in the Central Office; and

WHEREAS, In 1976, Grant Gordon became the General Assistant to the Superintendent; and

WHEREAS, In 1979, Grant Gordon initiated and administered Project RISE (Rising to Individual Scholastic Excellence) in 20 schools; 18 elementary, and two middle schools that served predominantly low-income and minority students; and

WHEREAS, Project RISE was based upon three assumptions:

- All children, regardless of family background, race, or socio-economic status, can acquire basic skills;
- Inappropriate school expectations, norms, practices, and policies account for the underachievement of low-income and minatory students;
- The literature on effective schools and classrooms has identified expectations that are associated with high achievement, and it is reasonable for schools to emulate those characteristics; and

WHEREAS, Project Rise was coordinated at the district level by Grant Gordon, and at the heart of each of the 20 schools was a plan for implementation of the essential elements derived primarily from research and literature on school and teacher effectiveness and from correspondence and communication with practitioners from instructionally-effective schools; and

WHEREAS, The essential elements were interrelated and were as follows:

- school climate
- curriculum
- instruction
- coordination of supportive services
- evaluation
- parent and community support; and

WHEREAS, Grant Gordon received recognition for Project RISE from the Department of Education; and

WHEREAS, Grant Gordon was a mentor to many young African-American professionals, many of whom went on to attain significant positions within the district; and

WHEREAS, Grant Gordon retired from Milwaukee Public Schools in 1981 and enjoyed his retirement until his passing in November 2003; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to explore the renaming of a school in recognition of Grant Gordon's contributions to the education of low-income and minority students in the Milwaukee Public Schools system; and, be it

FURTHER RESOLVED, That the Administration is to identify a suitable school and provide the Board with an update regarding the selection of the school and the name change by the April 2018 Board cycle.

This item was referred to the Committee on Accountability, Finance, and Personnel.

* * * * *

Resolution 1718R-018

by Director Woodward

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, The Board has established priorities for programs that directly address identified areas of need for targeted student populations within the district and to replicate currently successful schools, as well as to accept high-quality or innovative charter school petitions and proposals outside of these priority areas;

WHEREAS, Since charters were established in the district, the needs of the students have changed and the types of programs offered have also changed;

WHEREAS, With all of the changes since first chartering in MPS, it is necessary to have a uniform method for identifying district and student program needs; and

WHEREAS, An active inventory of current programming will allow the district to identify successful programs that might be replicated, and to capture some of the innovative strategies that can be shared with MPS traditional school communities; now, therefore, be it

RESOLVED, That before the Board considers any additional charter school proposals or petitions, the Administration work with the Office of Board Governance to determine the district's needs for new school programs; and be it

FURTHER RESOLVED, That, once this review has been completed, the Administration and the Office of Board Governance submit to the Board for its approval their recommendations both of the type of programs and partnerships to be pursued, as well as any recommendation for revisions to the Board's policies and procedures.

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

The Board adjourned at 8:19 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 2018

Special meeting of the Board of School Directors called to order by Vice President Miller at 5:39 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, and Woodward —7.
Excused — Directors Bonds and Sain — 2.

Director Voss joined the meeting at 5:42 PM.

The Board Clerk read the following call of the meeting:

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, February 27, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing current and developing new strategies relative to the negotiations of pending and future charter school contracts.

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 retire to executive session to consider this item.

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 Falk moved to retire to Executive Session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, and Woodward — 7.
Noes — 0.

The Board retired to Executive Session at 5:44 PM.

The Board adjourned from Executive Session at 8:10 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 6, 2018

The special meeting of the Board of School Directors was called to order by Vice-President Miller at 7:06 PM

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Absent and Excused — Director Bonds and President Sain — 2.

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, a special meeting of the Board of School Directors will be held at 6:30 P.M. (or immediately upon adjournment of the meeting of the Committee on Accountability, Finance, and Personnel scheduled to begin at 5:30 p.m.) on Tuesday, March 6, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and possibly to take action on employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

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; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

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

Ayes — Director Báez, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — 0.

The Board retired to executive session at 7:17 PM, whereupon President Sain joined the executive session via conference call.

Director Báez left the session temporarily at 8:47 PM and returned at 8:49 PM.

The Board adjourned from the executive session at 9:34 PM.

JILLAIN M. KAWALA
Board Policy and Records Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 22, 2018

The Regular meeting of the Board of School Directors was called to order by President Sain at 6:38 PM.

Present — Directors Báez, Bonds, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent and Excused — Director Harris — 1.

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

- Miyanna Jelks, a third-grade student at Emerson, who passed away on March 10, 2018;
- Sara Mitchell, a special education teacher at Manitoba, who passed away February 25, 2018; and
- Steven Thomas, a building service helper at Victory, who passed away on March 7, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Ruth E. Maegli

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:

Ruth E. Maegli

Ms Ruth E. Maegli, a product of Milwaukee Public Schools who had attended Alcott Elementary, Alexander Bell, Jr., High School, and Hamilton High School, has dedicated 33.8 years of service to Milwaukee Public Schools. She started her career in Milwaukee Public Schools working for the recreation department at playgrounds and Palmyra camp. Ruth Maegli taught at Siefert, 24th Street, 65th Street, Vieau, Engleburg, and 35th Street elementary schools. After serving as an assistant principal at Bryant Elementary and the principal at Garland, Whittier, and Elm Creative Arts schools, Ms Maegli, who had moved to Central Services to accept the position of Project Director of the GE grant, later became the Chief of Innovation and, finally, Chief Academic Officer.

Ruth Maegli was one of the first four administrators in Wisconsin to receive the Master Educators License from the Wisconsin Department of Public Instruction. She was also recognized by the State Superintendent as an outstanding teacher.

One of her memorable accomplishments was earning the National Blue Ribbon Award with the staff and students at Garland Elementary School. Garland had been nominated by the Wisconsin Department of Instruction for closing the gap and moving proficiency to 90 percent.

Ruth is involved in a number of boards, including those of Junior Achievement, UPAF, Secure Futures, Board of Visitors-UWM, and the Leadership Council for Milwaukee Succeeds. She is also involved in her church, as well as in the Loose Bead Society of Greater Milwaukee.

Ruth E. Maegli has had an immeasurable impact not only on the members of the MPS family, but on the Milwaukee community by being involved in food drives, sock drives, book drives, and monetary collections for many local organizations. We are grateful for her and all that she has given to MPS and the greater MPS community.

The Milwaukee Board of School Directors recognizes and honors Ruth E. Maegli for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

President Sain called for a recess at 6:56 PM.

The Board reconvened at 7:08 PM.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

The Superintendent's report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on activities currently underway to support the District's goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late February through mid-March are included in the following report.

Cleveland Metropolitan School District Visit

On March 12, district administrators from the Cleveland Metropolitan School District visited Milwaukee for an exchange of information. Topics discussed included strategies around improving attendance and graduation rates, MPS FAFSA completion rates, MPS College Access Centers, MPS ProStart Culinary Arts program, and the district's career and technical education programming. It provided an excellent opportunity to share successes and challenges with one of our fellow districts.

Events/Programs/Announcements

Every Child Has a Story Book Drive

During February, MPS held the annual Central Services book drive. The theme of the book drive this year was Every Child Has a Story. We know that through reading, children are able to engage in stories both similar to and very different than their own. We all have a story that was special to us — fictional or non-fictional. And through those stories, we want children to begin to tell their own stories — and to know that their stories have meaning and value. The more books, the more stories, the more reading. Our goal of 200 books and $600 collected for this year was bigger than last year.

Alternative Certification Fair for Aspiring Teachers

Milwaukee Public Schools' Office of Human Resources hosted the first Alternative Certification Fair at the North Division Campus. The event was for para-professionals, substitute teachers, or any individuals aspiring to become teachers. Representatives of local colleges and universities, as well as of alternative-certification programs, were present to share the opportunities that they offer prospective teachers. Participants were able to make personal connections with programs and to determine which programs best fit them. Aspiring teachers were able to ask questions and to find out about support offered by the programs — including supports that they may not advertise. In addition to meeting with program representatives, attendees networked with others to begin building relationships as prospective teachers.

Student-created Ice Cream to Be a Featured New Flavor at Purple Door

Milwaukee Public Schools and the Bartolotta Restaurants hosted the second annual ice cream-making competition at James Madison Academic Campus on March 1, 2018. More than 200 students in four teams

from all four MPS culinary arts schools — Bay View High School, James Madison Academic Campus, Vincent High School, and Washington High School — competed in this fun and educational contest:.

The winning ice cream, which was created by the team from James Madison Academic Campus, consisted of maple ice cream with banana waffle, peanut butter, and chocolate royaltine. The delicious winning flavor will be featured at Purple Door Ice cream and will be available for public purchase before the summer.

The MPS culinary arts program, which uses the ProStart® curriculum, was initiated to build broad career-readiness skills needed for post-high-school success and to connect students to the restaurant-and-hospitality industry. The program is a great way for students to prepare for work in the industry and is valuable for teaching leadership and other skills transferable to post-secondary choices.

MPS began its culinary arts program last school year with approximately 325 students. Currently, the district has reached its goal of 480 students — 332 first-year, and 148 second-year — in culinary arts programs at all four schools.

Green Bay Packers Give Back

Milwaukee Public Schools will install a synthetic sports turf surface at the Casimir Pulaski Stadium in Milwaukee, thanks in part to a $250,000 grant from the Green Bay Packers through the National Football League's Foundation Grassroots Program. The grant from the Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) is part of more than $3 million in field-refurbishment awards allocated this year.

The NFL Foundation/LISC Grassroots Program, a partnership between the NFL Foundation and LISC, the nation's leading community-development-support organization, has committed nearly $46 million to the program since 1998, supporting 336 projects nationwide. LISC identifies local, nonprofit, community-based agencies that have an interest in building or refurbishing football fields in schools and neighborhood parks. Through the program, local agencies are provided with the necessary financing and technical assistance to improve the quality and safety of fields in their communities. The agencies oversee the construction, maintenance, and programming of the fields. Fields are newly built or significantly renovated, with improvements including irrigation systems, lights, bleachers, scoreboards, goal posts, and turf. Grassroots grants are issued once established funding thresholds are reached for each project.

Meetings from late February through mid-March

(1) I met with George Hinton, CEO of the Social Development Commission (SDC), to discuss ways in which MPS and SDC can further engage in partnership.

(2) I was interviewed by Justin Johnson, of Edible Milwaukee, to discuss ProStart, our MPS culinary arts program, and the impact that this program is having on our students and the community.

(3) I participated on a panel at Marquette University with several other business leaders and community influencers on the important topic of health disparities among African-American and low-income children in Milwaukee. It was a profound and very informative panel, leaving many interested in learning more and wanting to support our youth.

(4) I traveled to the Chicago High School of Agricultural Sciences with a team to tour and learn more about its agricultural sciences program. We came back with great information for our teams.

(5) I participated in a panel of local superintendents and students on WTMJ radio, where we discussed school safety following the recent tragedy at Marjory Stoneman Douglas High School in the Broward County public school district in Florida. It was great having the dialogue with other districts and hearing the voice of students.

(6) I gave remarks at the 33rd Annual Black Excellence Awards at the Italian Community Center, where many great leaders were honored for their commitment and work in our community.

(7) I hosted a Coffee Shop Conversation event at the Lopez Bakery & Restaurant, which offered another opportunity to engage with the community in an intimate neighborhood setting and to discuss the future of MPS.

(8) I attended the meeting of the United Way's Volunteer Engagement Committee and my monthly meeting with Danae Davis of Milwaukee Succeeds.

(9) I participated in the MPS Foundation's meeting.

(10) I Held a Skype meeting with Dr. Sal Fernandez of the STEM Happens Network to discuss the STEM work that we're doing and ways to develop it further.

(11) I attended the AASA's (The School Superintendent's Association's) National Conference on Education in Nashville, TN, where I connected with fellow superintendents and thought-leaders for an extraordinary development and networking opportunity.

(12) I attended the 15th Annual Daddy/Daughter Dance at North Division. This event was made possible through a partnership among Milwaukee Recreation, the Social Development Commission and the Milwaukee Fatherhood Initiative. The fact that it was a sold-out event speaks to the success of the program and the value for fathers and daughters in this community.

(13) I shared district updates and talked about the importance of an education with the congregation and students of Zion Missionary Baptist Church at their Annual African American Heritage Program.

(14) I attended Mayor Tom Barrett's 2018 State of the City Address at the Northwestern Mutual Towers and Commons.

(15) I gave a keynote speech at Hi-Mount Community School as a part of the school's Black History Month celebration.

(16) I attended the 40 under 40 Award Celebration. As a former recipient, I was invited to celebrate this year's honorees.

(17) I attended a meeting with the Annenberg Institute to learn about its work through the PASSAGE (Positive and Safe Schools Advancing Greater Equity) program that addressed discipline disparities in Nashville. The purpose was to determine if that program would be a good fit for MPS to support our efforts in addressing discipline disparities here and implementing the Office of Civil Rights Resolution agreement.

(18) I hosted a Community Conversations event at the Enderis Park Neighborhood Association's board meeting. I truly valued the time with our constituents sharing information about our district and being able to engage with and answer their questions.

(19) I gave remarks at the Celebrating Abilities Family Forum at Milwaukee Marshall High School and also held a Community Conversations event during the forum.

(20) I met with Wendy Baumann, President of Wisconsin Women's Business Initiative Corporation (WWBIC), and her team to tour WWBIC and to discuss potential opportunities for engaging our families with them.

(21) I was interviewed for the City Year Milwaukee Annual Report.

(22) I attended the 37th Annual Professional Dimensions' Sacagawea Awards, where Dr. Eve Hall and Paula Pennebaker were honored.

(23) Tina Chang, CEO of SysLogic, Inc., and I interviewed each other on the theme of innovation at Brady Corp's guest speaker series.

Awards and Recognition

Achieve3000

As part of the MPS's commitment to help every student succeed, the online tool Achieve3000 is widely available in classrooms. This computer-based learning activity allows students in grades 4 to 12 to work at their own speed at levels that match their proficiencies. Four MPS classrooms have shown remarkable progress using this tool for instruction in science, social studies, and English language arts. Their teachers were honored on February 15 for the accomplishments shown by their students.

At Gilbert Stuart School, Roslyn Sampson's class has shown high levels of engagement and successful activity completion, with 87% of her students scoring 75% or better on their first assessment.

At Academy of Accelerated Learning, Kaela Zielinski's students have shown the highest overall Lexile gains for grades 4 and 5. The expected gain for this grade is 50 points, but Zielinski's average class gain is 124 — more than double the expectations! This class shows impressive usage, with 77% of students completing 50 to 59 activities.

Maria Ramos's class at Rogers St. Academy has shown the highest overall Lexile gains for grades 8 and 9. The expected gain for this grade is 25 points, and Ramos's average gain is 119. Her class shows high engagement, with 61% of her students completing 80 or more activities.

At the high-school level, Nancy Smith's class at South Division High School can boast the highest overall Lexile gains for high schools. The expected gain for this grade group is 25 points, and Smith's average gain is 77 — triple the expected increase.

Wisconsin Association of Cheer & Pom Coaches Cheerleading Competition

The Rufus King Cheer Dance team placed third in the Cheer Dance Small division at the Wisconsin Association of Cheer & Pom Coaches (WACPC) Cheerleading State Competition. King was the sole MPS school represented. They are coached by Rufus King Alumni Veronica Bohannon and Robin Anderson.

53rd St. School's CLC students win NBA Math Hoops Tournament

Congratulations to sixth-grader Kyla McCray and eighth-grader Fayth Buchanan Cooper, the 2018 NBA Math Hoops tournament champions! Cooper and McCray represented their 53rd St. School Community Learning Center on Tuesday, March 6, at the second annual edition of the event in Wisconsin. NBA Math Hoops hosts 23 total tournaments across the nation.

NBA Math Hoops brings in fourth-to-eighth-grade students from across the area to participate in an event at the Milwaukee Bucks' brand new Froedtert and Medical College of Wisconsin Sports Science Center. Over 70 "mathletes" from Milwaukee, Racine, Oak Creek, Waukesha, and Pewaukee attended the tournament, including 26 students from Milwaukee Recreation-affiliated locations. The NBA Math Hoops event is a free program for all Milwaukee public schools after-school groups through a partnership with the Bucks and a sponsorship by GE Healthcare. In addition to our 53rd St. CLC champions, two-person teams from Auer Ave. School CLC, Carver Academy CLC, Camp Congress, Camp Fairview, Fratney CLC, Camp Hawley, Kagel CLC, Lincoln Ave. School CLC, Thurston Woods Academy CLC, Camp Thoreau, Story School Safe Place, and Zablocki School CLC all participated this year.

This is the second consecutive year in which an MPS after-school program has captured the NBA Math Hoops crown: Camp Fairview won the tournament in 2017.

Students' test scores have improved in each year of the national event; scores jumped nearly 37 percent in the 2015-16 school year.

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(Item 2) Report with Possible Action Regarding DPI Educator License Changes

Background

The Wisconsin state budget (2017-2019) contains major changes to educator licensure rules that became effective in September 2017. Due to these changes, the district is developing a procedure to implement the new licensure rules.

The terms *initial educator* and *professional educator* are no longer used.

Per Wis. Admin, Code PI 34, educator licenses are now based on the following license stages:

- Provisional Educator License — Educators who completed an approved educator reparation program for the first time in a license category (Teaching, Administrator or Pupil Services) after September 23, 2017, will be issued a Provisional Educator License for each license within that category.
- Lifetime Educator License — This license may be issued to educators who successfully completed at least six semesters of experience in the category of their Provisional Educator license and have completed all statutory requirements.
- Master Educator License — This optional lifetime license may be issued to educators who successfully completed a National Board Certification by National Board of Professional Teaching Standards (NBPTS) or a Wisconsin Master Educator Assessment Process (WMEAP). Strategic Plan Compatibility Statement.

The information below describes the next steps for licenses that expired prior to June 2017, those that expire in 2018, and those that will expire after 2018.

Educators whose licenses expired in or prior to June 2011

DPI's goal is to help the educator to hold a license that is valid. The educator's role is to make the license valid.

Initial Educator

- Apply for a Provisional License when available.
- License will be transitioned to a Lifetime License per DP

Master/Professional Educator	• Apply for a one-year Extension • License will be transitioned to a Lifetime License pPer DPI • If the one-year extension has already been used, apply for a Provisional License
License with stipulations	• Apply for a Provisional License *ASAP* • Contact DPI *ASAP* • If the one-year extension has already been used, apply for a Provisional License

Educators whose licenses will expire in June 2018

DPI's role is to transition the educator's license. The educator's role is to check License Look-up and be patient

Initial Educator	• License will be automatically transitioned to a Provisional License per DPI • If you have completed six semesters, apply for a lifetime license
Master/Professional Educator	• License will be automatically transitioned to a Lifetime License per DPI
License with Stipulations	• License will automatically transition to a Provisional License per DPI • If you have completed six semesters, apply for a Lifetime License • Contact DPI *ASAP*

Initial Educators whose licenses expire after June 2018

DPI's role is to transition educator licenses for these license periods to provisional licenses for the period 2017-2020. The dducator's role is to check License Look-up and be patient.

Licenses automatically will be transitioned to Provisional Licenses per DPI

License Period		
2014-2019	2015 -2020	2016-2021 & beyond
IF you have completed six semesters, apply for a lifetime license	IF you have completed six semesters, apply for a lifetime license	WHEN you have completed six semesters, apply for a lifetime license

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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

The state's legislative session is nearing an end to discussions around school-safety policy and potential legislation that has been dominating the discussions. State Superintendent Evers has introduced a policy package that includes revenue-limit flexibility of $100 per pupil. Under the proposal, revenues would be used at the discretion of local school districts in order to fund their specific school-safety needs. The policy is one that MPS supports as part of its legislative agenda and would reinstate a provision that was once state law. It is anticipated that Governor Walker will introduce a proposal of his own in the coming days.

At the federal level, committees are in the process of determining the distribution of funds from a domestic spending package. A partnership od the Council of Great City Schools and others has asked legislators to increase funding for Title I in order to support economically disadvantaged student, and to protect and increase funding for Title II programs that support key training and professional development initiatives for teachers and principals.

The Council of Great City Schools has also called for a federal-level school-safety package that includes a ban on assault weapons, universal background checks on the purchase of all other firearms, improved collection of data on gun use, $1 billion for expanded mental health services, and $1 billion for school-safety improvements. Despite President Bush's support for its extension, Congress allowed the federal-level assault weapons ban to expire in 2003.

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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

At its regular meeting of December 21, 2017, the Board adopted Resolution 1718R-003 by Directors Falk and Harris, which directed that:

- the Administration and the Office of Accountability and Efficiency develop a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value; and
- the Office of Board Governance, in conjunction with the Administration and the Office of Accountability and Efficiency, develop policies and procedures governing the inventory, retention, archiving, loaning, donation, and sale of district property.

The action also directed that a report be brought back to the Board in March 2018.

Consistent with the Board's action, it is the purpose of this collaborative work to collect, preserve, document, care for, and make accessible to the public the District's continuing heritage by way of systematic collections management. Items of social, political, economic, industrial, agricultural, technological, and cultural significance may contribute to the understanding of the heritage of Milwaukee Public Schools and may be added to collections.

Framework for Development

The following framework has been developed to provide adequate scope, analysis of risk, and considerations of long-term implications associated with the purpose of this work.

Policy/Procedures

Policy will provide the authority and responsibilities for the long-term governance of district collections. The OAE and the Administration will work with the Office of Board Governance to develop policy and procedure. We have determined that the policy should provide guidance in the following areas:

1. Control of Collections
    a. Authority, Oversight, and Responsibilities
    b. Acquisitions/Accessions
        (1) Found (District-owned)
        (2) Gifts
            (a) Promised
            (b) Partial
        (3) Purchases
            (a) Solicitation
            (b) Commissioned
            (c) Sponsored
        (4) Bequests
        (5) Transfer and Exchange
        (6) Intergovernmental
    c. Conveyance of Ownership
    d. Deaccessions
        (1) Criteria for removal
        (2) Authority
        (3) Types
            (a) Destruction
            (b) Transfer to other Institutions
            (c) Sale of Accessioned objects

(d) Sale of Non-Accessioned objects
(e) GASB 34 reporting requirements
(4) Records of Deaccessions
e. Loans
(1) Outgoing
(2) Incoming
2. Care of Collections
a. Records
b. Inventories
c. Display
d. Security
e. Conservation
f. Risk Management
g. Reports
h. Disaster Plan
i. Digital Archive
3. Access and Use
4. Public Protests

Conducting an Inventory

The following guidelines will direct the inventory and the decision-making that is to be conducted of district assets.

1. Defining the inventory record
a. Accession or unique inventory control number
b. Current location
c. Staff member confirming location
d. Date object is located
e. Brief condition assessment
f. Confirm dimensions
g. Storage needs assessment
h. Documentation of accessories (frames, mounts, etc.)
2. Inventory staff
a. Existing staff/Temporary Staff
b. Interns/Volunteers
c. Independent work or team based
d. Specialization or cross training across individuals or teams?
3. Logistics
a. Work and storage areas for inventorying
b. Dedicated space
c. Required equipment on-hand
d. Purchasing requirements and timelines
4. Collections Management System (CMS)
a. Existing asset management systems/New
b. Direct entry into system at inventory location or batch processing
c. Barcoding
d. System connectivity at collection sites
e. Reporting and auditing
5. Inventory Manual/Procedures
a. Documentation guidelines
b. Definitions and nomenclature
c. How-to steps and examples
6. Storage and Organization
a. Environmental Conditions
b. Room/Rack/Bin
c. Access and security

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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 Bonds moved to accept the reports of the Independent Hearing Officers of February 23 and 28 2018, and March 6, 12, 14, 15, 16, and 19, 2018.

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

Ayes — Directors Báez, Bonds, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — 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 2, *Report with Possible Action on Current Limited-Term Employees,* was set aside at the request of the Administration.

- Item 9, *Award of Professional Services Contracts,* was set aside as the Committee had forwarded a portion of the item without recommendation.

On the motion of Director Voss, the balance of the Committees' reports was approved, the vote being as follows:

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Bonds 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	
2	Monica Brinkley	Building Service Helper I $12.18 per hour	01/29/2018
2	Dwight Coleman	Building Service Helper I $12.18 per hour	01/29/2018
2	Trayvon Cromwell Harper	Building Service Helper I $12.18 per hour	02/05/2018
2	Theresa Lewis	Building Service Helper I $12.18 per hour	01/29/2018
2	Matthew Mabry	Building Service Helper I $12.18 per hour	01/29/2018
5	Mark Hinkens	Boiler Attendant Trainee $32,995.04	02/05/2018
5	Monica Greene	Children's Health Assistant $17,236.80	01/29/2018
2	Latisha Wilson	Children's Health Assistant $17,236.80	01/26/2018
5	Jehan Barakat	Food Service Assistant $11.91 per hour	02/06/2018
2	Joseph Battiste	Food Service Assistant $11.91 per hour	02/06/2018
2	Linda Charles	Food Service Assistant $11.91 per hour	02/06/2018
2	Debra Frazier	Food Service Assistant $11.91 per hour	02/06/2018
2	Nastassia Haley	Food Service Assistant $11.91 per hour	01/23/2018
2	Chakita Johnson	Food Service Assistant $11.91 per hour	02/06/2018
2	Marika Kimber	Food Service Assistant $11.91 per hour	01/23/2018
2	Robert Perry	Food Service Assistant $11.91 per hour	02/06/2018
2	Dorothy Phifer	Food Service Assistant $11.91 per hour	02/06/2018
2	Tylette Pope Hegwood	Food Service Assistant $11.91 per hour	01/23/2018
2	Nancy Segura	Food Service Assistant $11.91 per hour	02/06/2018
2	Crystal Singleton	Food Service Assistant $11.91 per hour	01/23/2018
2	Porche Smith	Food Service Assistant $11.91 per hour	01/23/2018
2	Avis Thomas	Food Service Assistant $11.91 per hour	01/23/2018
2	Yonquel Thomas	Food Service Assistant $11.91 per hour	01/23/2018
2	Shemia Tyra	Food Service Assistant $11.91 per hour	01/23/2018
2	Diondre Washington	Food Service Assistant $11.91 per hour	01/23/2018
2	Michelle Whitfield	Food Service Assistant $11.91 per hour	01/23/2018

Code	Name	Position and Salary	Date
2	Rochelle Wilborn	Food Service Assistant $11.91 per hour	01/23/2018
2	Vickie Wilks	Food Service Assistant $11.91 per hour	02/06/2018
4	Miguelina Berroa	Para Ed Assistant $18,315.98	01/29/2018
5	David Boehler	Para Ed Assistant $18,315.98	02/01/2018
5	Liza Cohen	Para Ed Assistant $18,315.98	01/29/2018
4	Adriana Gomez	Para Ed Assistant $18,315.98	02/02/2018
4	Kiara Quinones	Para Ed Assistant $18,315.98	01/29/2018
4	Zoe Schultz	Para Ed Assistant $18,315.98	01/22/2018
2	Deborah Smallwood	Para Ed Assistant $18,315.98	01/29/2018
5	Maxwell Uvena Stefanovich	Para Ed Assistant $18,315.98	02/09/2018
4	Sherleen Vega	Para Ed Assistant $18,315.98	01/23/2018
2	Brian Wilder	Para Ed Assistant $18,315.98	02/07/2018
2	Shaykira Grant	School Secretary I — 12-month $28,544.80	01/23/2018
5	Tim Stelzl	Sheet Metal Worker $39.62	02/05/2018 per hour
4	Lupita Hernandez	Social Work Aide II $16,131.72	02/02/2018
		Promotions	
2	Larina Crawford	Boiler Attendant Trainee $32,995.98	01/29/2018
2	Idella Shoemaker	Para Ed Assistant $18,315.98	02/01/2018
2	Andre Bird	School Engineer III $55,418.52	01/29/2018
2	Carla Brinkley-Thomas	School Engineer III — Over 250,000 ft $57,751.10	01/29/2018
2	Edward Easley	School Engineer IV $52,537.65	01/29/2018
2	Genie Foster	Secretary II $32,454.79	02/05/2018
		Rehires	
2	Mary Grant	Food Service Assistant $11.91 per hour	01/23/2018
2	Debra Osby	Food Service Assistant $11.91 per hour	01/23/2018
2	Angela Robinson	Food Service Assistant $11.91 per hour	01/23/2018
2	Mary Sephus	Food Service Assistant $11.91 per hour	02/06/2018
5	Michelle Dekutowski	Para Ed Assistant $20,147.59	02/05/2018
2	Sally Hamilton	Para Ed Assistant $18,756.91	02/05/2018
2	Jermaine Harris	Para Ed Assistant $18,860.82	01/30/2018

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
Certificated Appointments — Teachers				
5,nr	Davis, Angelica Gen Elem & K8 — All Grades	B	$45,100.00	2/5/2018
4,nr	Elenteny, Alex Health & Phy Ed	B	$41,476.56	1/29/2018
5	Elsbernd, Catherine AMP Art	B	$41,476.56	2/5/2018
5	Ewig, Thomas Gen Elem & K8 — All Grades	B	$45,503.41	1/29/2018
3,nr	Gupta, Shefali SAGE	B	$41,476.56	1/19/2018
2,r	Hines, Marquis Gen Elem & K8 — All Grades	B	$62,746.38	2/5/2018
2,r	Johnson, Monica Special Ed Multicategorical	B	$41,476.56	2/14/2018
2,nr	Lockett, Corey Foreign Language	B	$41,476.56	2/13/2018
2,r	Whitten, Ceaira Multicategorical Comp Sen	B	$41,476.56	1/31/2018
2,r	Windom, Bobby Gen Elem & K8 - All Grades	B	$41,476.56	1/26/2018
Certificated Appointments — Teachers, IB Calendar				
4,r	Rodriguez, Deborah School-Age Parents — Guidance	B	$46,000.00	1/30/2018
4,r	Santiago, Hector Multicategorical Comp Sen	B	$41,476.56	2/13/2018
5	Casey Schumacher Foreign Language	C	$55,000.00	2/5/2018
Certificated Appointments — Teacher Leader (ES School)				
5	Obrien, Susan Grant Transitional	B	$85,773.81	1/9/2018

Codes and Counts

a	Reappointment without tenure	
b	Reappointment with tenure	
nr	Non-Residents	
r	Residents	
1.	Native American	0
2.	African American	5
3.	Asian/Oriental/Pacific Islander	1
4.	Hispanic	3
5.	White	5
6.	Other	0
7.	Two or More Ethnic Codes	0
	Males	6
	Females	8

Retirements/Resignations

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Retire	30.2	2	Jeri Agee	Principal	Hawthorne	06/08/2018
Retire	29.5	5	Debra Alt	Teacher	Wedgewood	05/22/2018
Retire	24.3	5	Mary Anderson	Teacher	Central Svcs	06/12/2018
Retire	32.0	5	Michael Barna	Teacher	Rufus King	05/22/2018
Personal	1.5	5	Sara Barrows	Teacher	Milw Sign Lang	02/28/2018
Retire	12.0	5	Sarah Bellehumeur	Teacher	Browning	06/13/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	12.5	5	Kathryn Berg	Teacher	Central Svcs	02/22/2018
Retire	32.4	5	Debra Bitting	Teacher	Rufus King	05/22/2018
Retire	28.5	5	Jane Borden	Teacher	Parkside	06/12/2018
Retire	32.6	5	Cynthia Braun	Teacher	Burbank	06/12/2018
Retire	26.4	2	Jeffrey Brown	Teacher	Wedgewood	05/22/2018
Retire	27.0	2	Thelma Brown	Teacher	LaFollette	06/12/2018
Retire	26.7	2	Arletta Browning	AP	Bethune	06/13/2018
Retire	33.5	4	Sylvia Buckman	Principal	Fratney	06/21/2018
Retire	29.4	5	Peggy Buerosse	Teacher	South Division	04/22/2018
Retire	24.0	5	Erin Cecil Pigo	Teacher	Lincoln MS	05/22/2018
Retire	28.4	5	Sharon Champeau	Teacher	Fernwood	06/12/2018
Retire	32.4	5	David Chilinski	Teacher	Burdick	06/12/2018
Retire	29.0	5	Ronda Christoph	Teacher	Pulaski	05/22/2018
Retire	22.5	2	Patricia Cifax	Principal	Curtin	06/21/2018
Retire	33.4	5	Shelley Craine	Teacher	HS of the Arts	05/22/2018
Retire	33.0	5	Prudence D'Alessio Caniza	Teacher	Hartford	06/12/2018
Retire	27.7	5	Linda De Arteaga	Teacher	Bay View	05/22/2018
Retire	31.5	5	Deborah Dillon	Teacher	Whitman	06/12/2018
Retire	21.0	5	Rick Drake	Teacher	Wedgewood	05/22/2018
Retire	34.7	5	Mary Lou Eggert	Teacher	Stuart	06/12/2018
Retire	25.4	2	Portia Ewing Lipsey	Principal	Story	06/21/2018
Retire	30.7	5	Janet Fendos	Teacher	Rogers St	06/12/2018
Retire	32.5	3	Jody Ferguson	Teacher	Lincoln MS	05/22/2018
Retire	24.4	5	Margaret Fox	Teacher	Lincoln Ave	06/12/2018
Retire	28.5	2	Hearldean George	Teacher	Central Svcs	06/12/2018
Retire	29.4	5	Michelle Gurn	Teacher	Golda Meir	05/22/2018
Retire	19.5	5	Bryon Hancock	Teacher	MSL	05/23/2018
Retire	30.0	2	Sheila Harris	SSW	Bradley Tech	05/24/2018
Retire	36.0	4	Alicia Herrera Long	Teacher	Rogers St	06/12/2018
Personal	0.1	5	Erin Hill	Teacher	Morgandale	01/29/2018
Retire	37.0	5	Susan Holmstrom	Psych	Hartford	06/13/2018
Retire	18.5	2	Deborah Holton	Teacher	Roosevelt	05/22/2018
Retire	33.5	5	Daniel Homontowski	Teacher	Manitoba	06/12/2018
Retire	30.5	5	Kathleen Hoppe	Teacher	Cooper	06/12/2018
Retire	22.5	2	Dawn Jackson	Teacher	Starms	05/22/2018
Retire	33.0	5	Joel Jarmes	Emp Spec	Central Svcs	05/22/2018
Retire	28.5	2	Terri Jones	Teacher	Central Svcs	05/22/2018
Retire	23.5	5	Ronny Kerst	Teacher	Hamilton	05/22/2018
Retire	16.5	5	C Lynn King	Teacher	Goodrich	06/13/2018
Retire	31.4	5	Ellen Koeller	Teacher	Marshall	05/22/2018
Retire	23.3	5	Jean Konieczny Heideman	Teacher	Honey Creek	06/12/2018
Retire	33.4	5	Kathryn Kooi	Teacher	Honey Creek	06/12/2018
Retire	31.5	5	Julie Koth	Teacher	53rd Street	06/14/2018
Retire	31.4	5	Patricia Kurth	Teacher	Grant	06/12/2018
Retire	30.4	5	Margaret Kush	Teacher	Clarke	06/12/2018
Retire	33.5	5	Pamela Kutcher	Teacher	Riverside	05/22/2018
Retire	8.4	5	Nancy Lieber	Lib Med Specialist	King MS	05/24/2018
Retire	32.4	5	Karen Lustig	Teacher	Riverside	05/22/2018
Retire	22.5	5	Roxane Mayeur	Teacher	Meir	05/22/2018
Retire	31.5	5	Janet McCarthy	Teacher	Bay View	05/25/2018
Retire	27.5	5	Lisa Menefee	Teacher	Central Svcs	06/30/2018
Retire	31.8	5	Shari Michael	Teacher	Washington	05/22/2018
Retire	29.4	5	Gail Milbrath	Teacher	Greenfield	06/12/2018
Retire	27.4	2	Martha Miles	Teacher	Parkview	06/12/2018
Retire	30.5	2	Michael Miller	Teacher	Obama SCTE	05/22/2018
Retire	24.4	5	Scott Mixdorf	Teacher	Pulaski	05/22/2018
Retire	30.5	5	Joette Montemurri	Teacher	Honey Creek	06/12/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	27.5	5	Norma Mortimer	Teacher	Marshall	05/22/2018
Retire	25.5	2	M Yolanda Nabors	SSW	Central Svcs	06/13/2018
Retire	31.5	5	Richard Neustifter	Teacher	Trowbridge	06/12/2018
Other Work	19.9	5	David Pangallo	Teacher	Obama SCTE	01/29/2018
Retire	33.5	5	Cristine Parr	Teacher	MACL	06/12/2018
Retire	35.8	5	Carrie Paterson	Teacher	Gaenslen	06/12/2018
Retire	32.2	5	Richard Perinovic	Teacher	Lowell	06/12/2018
Retire	32.3	2	Esamenia Perry	Teacher	Marshall	06/30/2018
Retire	31.5	5	Tamela Perushek	Teacher	Stuart	06/12/2018
Retire	31.4	5	Jacqueline Pickering Mlaker	Teacher	Burbank	06/13/2018
Retire	23.0	2	Lorna Longmire Piggee	Teacher	Pierce	06/12/2018
Retire	22.0	4	Marta Pinon	Teacher	Greenfield	06/12/2018
Retire	29.0	5	Marc Prather	Teacher	Pulaski	05/22/2018
Retire	28.3	4	Carmen Reyes	Teacher	Wedgewood Park	06/29/2018
Retire	25.5	4	Elizabeth Rivera	Teacher	Hayes	06/12/2018
Retire	29.0	5	Michele Roy	Teacher	Central Svcs	06/12/2018
Retire	28.4	5	Henry Sampson	Teacher	Lincoln MS	05/22/2018
Retire	20.3	4	Carlos Sanchez Pierola	Teacher	Pierce	06/12/2018
Retire	31.4	5	Susan Scaffidi	Teacher	Fairview	06/12/2018
Retire	30.5	5	Michael Schinner	Teacher	Bay View	05/22/2018
Retire	28.5	5	Mari Jo Scicero	SSW	Alliance	05/24/2018
Retire	26.4	5	Lisa Segalla	Teacher	Audubon MS	05/22/2018
Retire	27.4	5	Randy Segalla	Teacher	Wedgewood	05/22/2018
Retire	31.1	5	David Shadlen	Teacher	Hamilton	06/01/2018
Retire	38.7	5	Erika Siemsen	Teacher	Neeskara	06/12/2018
Retire	31.0	5	Jana Spence	Teacher	Central Svcs	05/22/2018
Retire	29.0	5	Joan Staeven	Teacher	Central Svcs	05/22/2018
Retire	32.0	5	Karen Steele	Teacher	Longfellow	06/30/2018
Retire	27.1	2	Regina Stingley	Teacher	Rufus King	05/22/2018
Retire	30.4	5	Lori Straubhaar	Teacher	Morse	05/22/2018
Retire	32.4	5	Christine Sylvester	Teacher	Burbank	06/12/2018
Retire	32.5	5	Sandra Ulatowski	Teacher	Riley	06/12/2018
Retire	27.5	5	Carol Vanderlois	Teacher	Neeskara	06/12/2018
Retire	21.1	5	Linda Van Lanen	Teacher	Burbank	06/12/2018
Retire	27.3	2	Roy Watson	Teacher	Clarke St	06/12/2018
Retire	24.5	5	Diana Wellinghoff	Teacher	Greenfield	06/12/2018
Retire	28.5	2	Dennis White	Teacher	Marshall	06/02/2018
Retire	27.0	2	Betty Whitehead	Teacher	Clarke	06/12/2018
Retire	21.3	5	Thomas Wirth	Teacher	Clemens	06/12/2018
Retire	34.0	5	Mary Zydzik	Teacher	Whittier	06/12/2018
			Classified Retirements			
Retire	26.4	2	Edward Lewis	Food Srv	Webster	02/01/2018

Leaves

	Present Assignment	Effective From
Personal Leave, January 2018		
Crystal Silkwood	King Middle School	01/19/2018
Personal Leave, March 2018		
Marni Pollack	Carver Academy	03/08/2018
Illness Leave, January 2018		
Mary Fazio	Central Services	01/29/2018
Bryan Freeman	Doerfler	01/23/2018
Lorna Longmire Piggee	Franklin Pierce	01/30/2018
Karen Silber	French Immersion	01/03/2018

Committee's Recommendation

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

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 Current Limited-Term Employees

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 report 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 a LTE.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during July-December 2017.

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.

The Administration distributed a new list of active LTEs with revised budget codes.

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(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

Your Committee recommends that the Board authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated below, to be effective upon approval by the Board.

Code	Name	Position and Location	Salary
(2)(nr)	Ebony Davis	Assistant Principal I — Milw. Sign Language Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(4)(r)	Gloria Roschke	Assistant Principal I — Mitchell Office of the Chief of School Administration	Schedule 03, Range 10C $74,270
(5)(r)	Jill Weber	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $66,473
(2)(r)	ShonDa Morgan	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A $62,480
(5)(r)	Adrianne Beck	Payroll Analyst I Office of the Chief of Finance	Schedule 03, Range 05A $51,825
(4)(nr)	Richard Garcia	Planning Assistant III Office of the Chief of Operations	Schedule 03, Range 02A $46,500

Code	Name	Position and Location	Salary
(5)(nr)	Richard VonDrasek	Supervisor, Safety Assistant III Office of the Chief of School Administration	Schedule 03, Range 02C $41,721

Recommended LTE Contracts

Your Committee recommends that the Board suspend Administrative Policy 6.37 and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed below.

Code	Name	Position and Location	Hourly Compensation
(2)(r)	Miriam Smith	Customer Service Trainer Office of the Chief of Staff 1/1/18 to 6/30/18	$50.00
(2)(r)	Rose Carr	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	$40.00
(5)(nr)	Mary Kelley	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	$40.00
(5)(r)	Virginia McFadden	Principal Assessment Center Office of the Chief of School Administration 1/1/18 to 6/30/18	$40.00
(5)(r)	Carol Stein	District IB/Advanced Academics Expansion Consultant Office of the Chief of Academics 1/1/18 to 6/30/18	$40.00
(5)(r)	Geoff Carter	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	$30.00
(5)(r)	Debbie Karow	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	$30.00
(5)(r)	Robin Kitzrow	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	$30.00
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate Office of the Chief of Academics 2/1/18 to 6/15/18	$30.00
(5)(r)	Robin Waeltz	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	$30.00
(5)(r)	Steven Friedenberg	Violin Teacher Office of the Chief of School Administration 1/3/18 to 6/30/18	$25.00
(5)(nr)	Emily Holzwart	Dietitian Field Supervisor Office of the Chief of Operations 1/29/18 to 7/31/18	$25.00
(2)(r)	Janet Jordan	Talent Management Assistant Office of the Chief of Human Resources 1/8/18 to 4/5/18	$25.00
(5)(nr)	Megan Burk	Adopt-a-School/Community Partnership Grant Office of the Chief of Staff 1/1/18 to 6/30/18	$21.00
(2)(r)	Rhonda Downey	Jobs for America's Graduates Program Specialist Office of the Chief of Academics 10/1/17 to 3/31/18	$20.00
(2)(r)	Sharnece Nelson	Assistant Analyst Office of Accountability and Efficiency 1/30/18 to 6/08/18	$17.00

Codes

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

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

* * * * *

(Item 4) Report with Possible Action Regarding the Role of the MPS Compensation Review Committee and MPS Position Titling Conventions

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 January 25, 2018, the Board directed the Administration to bring a report to the Board to include detail on the role of the Compensation Review Committee, the history of titling conventions in MPS, and the rationale for implementing the current titling conventions in MPS.

Compensation Review Committee

The Compensation Review Committee, which meets every other week for an hour and consists of two employees from Human Resources, one from Operations, one from Finance, and one from the Office of Innovation and Information.

The role of the Compensation Review Committee is to review the rationale for any newly requested positions within MPS and any positions considered for reclassification of salary ranges or salary increases before and after the reclassification.

A reclassification may be required when there is a substantive change in the duties and responsibilities of a job that may occur due to changes in the organization, type of work, staffing requirements, technology, or when the classification (title, job grade, or status) assigned to the job is incorrect based on the actual job duties. The primary goal of a reclassification is to ensure that the work being performed corresponds with the job description. As such, reclassification may result in a change in the current salary grade. After study, if the Committee determines the reclassification is appropriate, the employee's pay must fall within the determined salary range and will be brought to the Board for approval. Any changes in pay will be considered in relation to internal and external market equity, the complexityor scope of duties and responsibility; and how critical the skills are to attain departmental or district goals.

If a reclassification results in an increase in the salary range of a position, increases are as follows:

- One Level (Change in Salary Grade) 4%
- Two Levels (Change in Salary Grade) 8%
- Three or more Levels (Change in Salary Grade).....10%

The same percentages are followed for decreases in salary range. It is always important that the employee fall within the new salary range.

If the Committee determines that the salary range is appropriate for the position, but the employee is not being compensated at a level commensurate with job duties and internal equity, it may recommend adjustment of salary within the range, and the recommendation will be brought to the Board for approval.

Titling Conventions History

The initial discussions started in November 2013 with the Chief Human Resources Officer. MPS implemented a new procedure to align position titles with each pay grade to ensure consistency across the district. The titles were developed to allow MPS administrators to understand where they are currently placed

and to what positions they may aspire. In April 2016, titling conventions were implemented in PeopleSoft by the Chief Human Resources Officer. The Administration continues to monitor and streamline position titles.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 4.10, Employee Reclassification

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 5) Action on a Request to Seek Position Authority for a Coordinator I, Culturally Responsive Practice

Background

The Administration is seeking position authority for a Coordinator I, Culturally Responsive Practice, to serve as a liaison between the University of Wisconsin-Milwaukee and Milwaukee Public Schools to promote culturally-responsive practices for educators. The job description for this position is attached to the minutes of your Committee's meeting.

The position went through the job-classification process to identify position level and salary range. The position level was determined to be 06A, and the corresponding salary range is $58,340-$84,523.

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 will come out of the UWM/MPS Asset-based Cultural Competence Ensuring Student Success (ACCESS) grant's approved budget. The term of the grant is from October 1, 2017, to September 30, 2020.

Upon termination of the grant, the position may be eliminated or repurposed based on program continuation, subject to board approval.

Implementation and Assessment Plan

Upon approval by the Board, 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 Coordinator I, Culturally Responsive Practice, to be effective March 23, 2018.

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

* * * * *

(Item 6) Action on a Request to Seek Position Authority for an Analyst I, On-line Programs, and a Specialist I, Gifted & Talented Curriculum

Background

The Administration is seeking position authority for two positions to support the Smart Spaces Grant awarded to Milwaukee Public Schools — Analyst I, On-line Programs, and Specialist I, Gifted & Talented (GT) Curriculum. Together these positions will work to develop additional programs for GT youth as well as a variety of delivery options. The job descriptions for these two positions are attached to the minutes of your Committee's meeting.

The positions are currently housed at the University of Wisconsin-Madison, and upon approval of position authority, they will transition to MPS. Based on the skills required and similar positions within MPS, the recommended salary ranges are:

- Analyst I, On-line Programs.....Range 05A: $51,825-$75,102
- Specialist I, Gifted & Talented Curriculum .....Range 08A: $64,108-$92,962

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 positions will come out of the Smart Spaces Grant's approved budget. The term of the grant is from October 1, 2017, to September 30, 2022.

Upon termination of the grant, the position may be eliminated or repurposed, based on program continuation and subject to the Board's approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will move forward with the hiring process for these positions.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Analyst I, On-line Programs, and the Specialist I, Gifted and Talented Curriculum, to be effective March 23, 2018.

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

* * * * *

(Item 7) Action on a Request to Seek Position Authority for a Manager I, Student Discipline

Background

The Administration is seeking position authority for a Manager I, Student Discipline to oversee the district's discipline procedures and to ensure appropriate interventions are established to maintain a fair and equitable discipline policy throughout Milwaukee Public Schools. This position will reside in the Department of Student Services. The job description for this position is attached to the minutes of your Committee's meeting.

The position has been evaluated, and the recommendation for the salary range is an 11A: $73,962-$107,268.

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

Funding to support this position will be incorporated in the FY19 budget to make certain that the district remains consistent with the agreement with the Office of Civil Rights.

Implementation and Assessment Plan

Upon approval by the Board, 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 Manager I, Student Discipline, to be effective July 1, 2018.

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

* * * * *

(Item 8) 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 Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Acceptance of Donations

Report on 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 authorization to waive Administrative Policy 3.09(9)(e) in order to enter into a contract with Infor Public Sector, Inc., for the implementation of a new HRMS/FIS system (Infor CloudSuite) and to 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.

During implementation of the learning-management system (LMS) portion of Infor CloudSuite, it was determined that an addition module, Social Collaboration, would allow for more robust use of the LMS system by allowing online interactions. As such, the Department of Technology is now adding funds in the amount of $89,158.50 to purchase the annual licenses ($77,338.50 to Stellar Services, Inc., throughout the initial term) and to implement the Social Collaboration Module ($11,820 to Infor Public Sector, Inc.)

Original Contract Amount	$ 18,663,856.11
Increase	$ 89,158.50
Adjusted Contract Amount	$ 18,753,014.61

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, and the monthly report on contracts awarded with a value under $50,000 and cumulative total report 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			
Clement Avenue School	Lowe's Toolbox for Education	$5,000.00	Technology-upgrade Project
	Total Monetary Donations Over $5,000	*$5,000.00*	
Monetary Donations			
ALBA	General Mills/Box Tops for Education	$663.50	General School Supplies
ALBA	The Bon-Ton Stores, Inc.	$27.64	General School Supplies
Alliance HS	Mary G. Zinda	$10.00	General School Supplies
Alliance HS	GH Midtown, Inc., dba Culver's Midtown	$100.00	Culver's Fundraiser
Auer Avenue School	SS. Cyril & Methodius	$150.00	Parent Center Meal Christmas Gift
Bay View HS	Four Keys, LLC	$350.00	Wrestling Team
Bay View HS	Milwaukee Turkey Bowl Classic*	$800.00	Sports Program
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bryant School	General Mills/Box Tops for Education	$223.70	General School Supplies
Clement Avenue School	General Mills/Box Tops for Education	$720.20	General School Supplies
Elm Creative Arts School	General Mills/Box Tops for Education	$102.80	General School Supplies
Fernwood School	Norman & Joanne Armour	$100.00	General School Supplies
Fernwood School	Deborah Alpert*	$40.00	General School Supplies
Fratney School	General Mills/Box Tops for Education	$227.70	General School Supplies
Fratney School	Milwaukee Public Museum	$405.00	Field Trips
Fratney School	Madeline Wake	$200.00	General School Supplies
Fratney School	La Escuela Fratney PTA	$50.00	General School Supplies
Gaenslen School	General Mills/Box Tops for Education	$145.60	General School Supplies
Gaenslen School	Donte Well	$1,000.00	Student Incentives
Gaenslen School	Pewaukee School District	$73.00	General School Supplies
Garland School	General Mills/Box Tops for Education	$194.30	General School Supplies
German Imm. School	German Fest Milwaukee	$962.50	General School Supplies
German Imm. School	Skybridge Americas, Inc.	$152.32	General School Supplies
Gwen T. Jackson School	USAgain, LLC	$37.09	General School Supplies
Hamilton HS	John & Cheryl Kersey	$250.00	General School Supplies
Hamilton HS	Geraldine Fowlkes	$30.00	Basketball Supplies
Hamilton HS	Freda Fowlkes-Bell	$300.00	Basketball Supplies
Hamilton HS	Victor & Nancye Brazil	$25.00	Basketball Supplies
Hamilton HS	Oklahoma Dental	$150.00	Basketball Supplies
Hamilton HS	O'Reilly Automotive, Inc.	$350.00	Basketball Supplies
Hamilton HS	Eric A. Jochims	$250.00	FAFSA Supplies
Hamilton HS	Wisconsin Masonic Foundation	$1,000.00	JROTC Scholarship
Hamilton HS	Milwaukee Turkey Bowl Classic*	$275.00	Sports Program
Hamilton HS	Benjamin A. Braun	$500.00	Boys Basketball Program
Hamilton HS	Educators Credit Union	$500.00	Boys Basketball Program
Hamilton HS	College Board	$375.00	Staff Incentives
Hartford University School	Quarles & Brady, LLP	$2,500.00	Student Field Trip Donation
Hawthorne School	Target Field Trips	$600.00	Target Scholarship
Honey Creek Elementary School	Herb Kohl Philanthropies	$200.00	Accelerated Reading Program
James Groppi HS	The Bon-Ton Stores, Inc.	$42.10	General School Supplies
Keefe Avenue School	St. Mark AME	$100.00	General School Supplies
King HS	Kathleen J. Dreyer	$3,000.00	Girls Basketball Program

Location	Donor	Amount	Gift or Purpose
King HS	Samuel P. Leichtling & Lindsey R. Tauber*	$250.00	General School Supplies
King HS	Greater Milwaukee Foundation, Inc.	$779.00	General School Supplies
LaFollette School	Matthew Stark	$15.00	General School Supplies
Lincoln MS	Diann Glicklick	$100.00	General School Supplies
Lincoln MS	Joan Joyce	$50.00	Holiday Program
Lloyd Barbee Montessori	Betty Brinn	$500.00	General School Supplies
Lloyd Barbee Montessori	Muhibb Dyer	$160.00	Cheerleading Program
Lloyd Barbee Montessori	Facebook-Crowdfunding	$533.00	Cheerleading Program
Lloyd Barbee Montessori	Bradford Memorial AME Church	$200.00	Soccer Uniforms
Longfellow School	PPF Hoops 4 Kidz, Inc.	$100.00	Mittens and Gloves
Longfellow School	Carol Dusold	$190.00	General School Supplies
Lowell School	Target, Inc.	$700.00	Target Field Trip Grants
Lowell School	Target, Inc.	$600.00	Target Field Trip Grants
Lowell School	M&M Ventures, LLC	$336.00	General School Supplies
MacDowell Montessori	Erin O'Donnell	$60.00	General School Supplies
Marshall HS	Lorrie Beclund*	$300.00	General School Supplies
Maryland Avenue School	PPG Industries Foundation	$1,000.00	PPG Industries Boat Project
Meir School	Center for the Humanities	$500.00	General School Supplies
Milw HS of Arts	Lowe's Home Improvement	$4,500.00	General School Supplies
Milw HS of Arts	Milwaukee County Hospitality	$500.00	General School Supplies
North Division HS	NDHS Class of 1977	$150.00	Girls Basketball
Parkside School	Target, Inc.	$700.00	Target Field Trip Grants
Parkside School	The Meemic Foundation	$482.00	The Meemic Foundation Meemic Grant
Parkview School	The Bon-Ton Stores, Inc.	$9.02	Athletic Supplies
Ralph Metcalfe School	Brewers Community Foundation	$2,000.00	General School Supplies — Low Income
Ralph Metcalfe School	Community United Methodist Church	$1,000.00	Attendance Incentives
Rogers Street Academy	Cal Ripken, Sr. Foundation	$2,000.00	General School Supplies
Rogers Street Academy	Cal Ripken, Sr. Foundation	$500.00	General School Supplies
Ronald Reagan HS	Clement Avenue PTO	$100.00	DJ Club Program
Roosevelt MS	Diane Hetzel	$25.00	General School Supplies
Obama School of Career & Tech Ed	Epikos Church	$500.00	General School Supplies
Obama School of Career & Tech Ed	Komatsu Mining Corp.	$3,000.00	General School Supplies
Obama School of Career & Tech Ed	MacGregor Partners LLC	$500.00	General School Supplies
Siefert School	Cream City Links	$773.04	Field Trip Lunch and Bus
South Div. HS	Thomas and Marilyn Swiontek*	$75.00	General School Supplies
Starms Discovery School	Mount Pilgrim Missionary Baptist Church	$952.00	General School Supplies
Story School	General Mills/Box Tops for Education	$4,545.00	General School Supplies
Thoreau School	General Mills/Box Tops for Education	$81.60	General School Supplies
Trowbridge School	John Torinus, Jr.	$200.00	General School Supplies
Trowbridge School	Jerome Kringel	$250.00	General School Supplies
Trowbridge School	Kohl's Department Stores, Inc.	$500.00	General School Supplies
Trowbridge School	Herb Kohl Philanthropies	$700.00	Student Field Trip Donation
Vieau School	James Pouros*	$250.00	ESL Program
Vieau School	Kim-Lien Callies	$88.75	Student Field Trip Donation
Wisconsin Conservatory	Brightspark Travel, Inc.	$1,920.00	Field Trip Meal Money
	Total Monetary Donations	*$50,056.86*	
Non-Monetary Donations			
Audubon HS	Donors Choose	$1,578.38	30 Copies of *Backbiters*

Location	Donor	Amount	Gift or Purpose
Burbank School	Donelle Johnson	$100.00	MLK Winning Contest Donation
Burbank School	Bonnie Lair	$20.00	Winter Coat
Clarke Street School	Akila Ingvoldstad*	$10.00	Easel
Clarke Street School	Anna Burks	$100.00	Hats and Mittens
Clarke Street School	Anna Burks	$32.00	Winter Scarves
Clarke Street School	AT&T Pioneers	$282.00	Hats, Scarves, Coats and Clothes
Engleburg School	Donors Choose	$371.55	Coffee Supplies
Engleburg School	Donors Choose	$511.93	Materials for Special Education
Engleburg School	Donors Choose	$345.46	Books
Engleburg School	Donors Choose	$498.11	Baking Supplies
Franklin School	Ha Clinton Dix	$2,664.24	Furniture for Library
German Imm. School	Milwaukee Bucks	$1,496.00	40 Game Tickets
Hamilton HS	Donors Choose	$531.33	Knee Pads
James Groppi HS	Donors Choose	$538.02	Materials for Art Room Floor
James Groppi HS	Donors Choose	$692.46	Art Brushes
Kagel School	Milwaukee Marcus Hilton City Center	$1,029.40	School Supplies
LaFollette School	RocketLawnchair	$100.00	School Education Support
Lincoln Avenue School	Donors Choose	$1,256.25	Shedd Aquarium Admittance
Meir School	Bo Maurice Ellis	$2,097.00	Marquette Hats for Students
Ninety-Fifth Street School	Donors Choose	$176.95	Speech Therapy Materials
Pierce School	Donors Choose	$1,200.00	General School Supplies
Pierce School	Donors Choose	$129.84	Mohawk Kaleidoscope Striped Rug
Riley School	Donors Choose	$1,154.33	Robotics Kits
Ronald Reagan HS	Evette Arvelo	$200.00	Wrestling Supplies
Starms Discovery School	Target Company	$50.00	Glue, Index Cards, Glue Sticks
Starms Discovery School	Home Owners Buyers Outlet	$100.00	3,000 File Folders
Starms Discovery School	Paradise Funeral Home	$10.00	48 Candy Cane Holiday Fun Night
Thurston Woods	Donors Choose	$416.53	General School Supplies
Trowbridge School	Donors Choose	$818.58	Classroom Furniture and Supplies
Trowbridge School	Donors Choose	$1,473.69	Technology Supplies
Trowbridge School	Donors Choose	$538.54	iPad Accessories
Trowbridge School	Donors Choose	$643.48	Sensory and Academic Materials
Whitman School	Donors Choose	$557.72	Classroom Library Supplies
Whitman School	Donors Choose	$1,025.16	Stem Bundle Kits
Whitman School	Donors Choose	$990.62	Classroom Materials
Whitman School	Donors Choose	$399.32	Health and Hygiene Products
Whitman School	Donors Choose	$547.18	Classroom Supplies
Zablocki School	Linda Polulach	$452.00	General School Supplies
	Total Non-Monetary Donations	$25,138.07	
	Total Value of Donations for March 2018	$80,194.93	
	*Donations from MPS Alumni	$2,000.00	

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 vote to approve the balance of the Committees' reports.

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(Item 9) Action on the Award of Professional Services Contracts

Background

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

- Rehab Solutions, LLC, for Speech-Language Pathology Services,
  SPL-0-0-I-EEN-DW-ECTS ..... $ 752,500
- EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services,
  SPL-0-0-I-EEN-DW-ECTS ..... $ 602,000
- Cumberland Therapy Services, LLC, for Speech-Language Pathology Services,
  SPL-0-0-I-EEN-DW-ECTS ..... $ 70,250
- SPL-0-0-SES-DE-ECTS ..... $ 5,000
- Sunbelt Staffing, LLC, for Speech-Language Pathology Services,
  SPL-0-0-I-EEN-DW-ECTS ..... $ 75,250
- Robert Munger d/b/a Munger Technical Services for Various Telecommunications Services,
  Varies by location using services ..... $ 200,000

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, with the exception of the contract with EBS Healthcare Staffing Services, which is being sent to the Board without recommendation.

The Administration submitted a revised list of the recommended contracts that indicated corrections to the budget codes, as follows:

- Rehab Solutions, LLC, for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS ..... $ 752,500
- EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS ..... $ 602,000

- Cumberland Therapy Services, LLC, for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS ..... $ 70,250
  SPL-0-0-SES-DE-ECTS..... $ 5,000
- Sunbelt Staffing, LLC, for Speech-Language Pathology Services,
  SPL-0-I-EEN-DW-ECTS ..... $ 75,250
- Robert Munger d/b/a Munger Technical Services for Various Telecommunications Services,
  Varies by location using services ..... $ 200,000

Director Bonds moved approval of the item, to include the amended budget codes. The motion prevailed, the vote having been as follows:

Ayes — Directors Báez, Bonds, Falk, Miller, Voss, Woodward, and President Sain — 7
Abstain — Director Phillips — 1.
Noes — 0.

* * * * *

(Item 10) 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:

- STEM Happens Network, Inc., for STEM Teachers' Professional Development,
  GEN-0-I-G38-EO-ECTS..... $ 75,000
- CDW Government, LLC, for Electronic Supplies,
  Budget code varies by location ordering ..... $ 1,500,000

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 exception-to-bid 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 11) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Contract with Frontier Communications of America, Inc,. for a Telephone System

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and enter into a contract with Frontier Communications of America, Inc., ("Frontier") for the district-wide telephone system. Frontier will design, configure, and install a premise-based, fully-managed Voice over IP (VoIP) phone system to support all MPS locations.

The District's current analog telephone system, approximately 20 years old, is no longer supportable. The new VoIP telephone system, which utilizes the existing wide-area network, will be easier to install, configure, and maintain. It will allow all MPS schools and departments to access telephone services necessary for internal and external communications, while improving management of location-based E911 services to enhance safety.

Frontier was chosen pursuant to RFP 972, which closed on February 1, 2018. The contract will run five years, from April 1, 2018, through March 31, 2023, (the "Initial Term") with the possibility of two one-year extensions upon mutual agreement of the parties.

The total cost of the contract in the Initial Term will not exceed $4,704,333.93.

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 attachment to the minutes of your Committees meeting.

TSV-0-0-TLN-DW-ENCQ (Technology — Non-capital Equipment) $4,704,333.93

Frontier Communications of America, Inc.

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 24,000
- Total # of Minorities 6,700
- Total # of Women 7,030

HUB Participation
- Required 1%
- Proposed 4%
- $ Value $200,000.00

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400

Student Career-awareness Commitment 10

Implementation and Assessment Plan

Upon approval by the Board, the contract 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) and approve the contract 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 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation

Background

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

- Construction Contracts Requested for Approval:
  - — Bluemel's Maintenance Service, Inc. for the Tot Lot Replacement at Holmes School;
    Code: FAR 00 MM2 HM ECNC $119,400.00
  - — Burkhart Construction Corporation for Pool Ceiling Tile Replacement at MacDowell Montessori School;
    Code: FAR 00 MM2 JU ECNC $58,300.00
  - — Nicholas & Associates, Inc. for Outdoor Athletic Facilities and Stadium Improvements at Vincent High Schoo;
    Codes: FAR 00 MMQ VN ECNC GND8 and FAR 00 MM2 VN ECNC $5,350,000.00

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 construction contracts totaling $5,527,700.00.

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize the construction contracts 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) Report with Possible Action Regarding 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 vegetable; 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 first of the quarterly reports and focuses on three areas: Menu Enhancements, Meal Service, and Staffing.

Menu Enhancements

School Nutrition Services (SNS) has increased the variety of fresh fruit offered at breakfast and lunch. While the variety may vary, depending on the season and availability, the fruit bowls have recently included apples, oranges, pears, and bananas. Adjustments have also been made to the traditional breakfast menu, which now includes an increased number of protein items offered on a weekly basis, to include hard boiled eggs; scrambled eggs; string cheese; yogurt; peanut butter and jelly graham snackers; ham, cheese and egg; or bacon, egg, and cheese croissant; breakfast pizza; and a breakfast sausage sandwich. Fruit juice has been limited to no more than two times per week.

The Menu Planning and Recipe Development team is working on improving and re-introducing some traditional favorites such as fruit cobbler. To further enhance the menu, new spices and food combinations are being reviewed, as requested through student taste tests and feedback. Two new food items being reviewed by students this spring are mini sausage pancake rolls and seasoned potato wedges.

Meal Service

All schools have been converted to the new, sturdier five-compartment recyclable/compostable trays. To enhance the students' dining experience, a spoon-and-fork utensil packet will be phased in, starting in May 2018, to replace the current spork packet. A higher-quality spoon kit is also being phased in for breakfast.

Staffing

School Nutrition Services (SNS) continues to work with Human Resources to aggressively recruit for the open food-service manager trainee and food-service assistant positions. Of 269 individuals invited to take the exam, 108 took the exam, and 83 passed. After other steps were completed, such as background checks and physicals, 40 individuals were hired and assigned. At this time, there are over 200 open positions remaining.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

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(Item 14) Action on a Request to Adopt a Resolution to a Support Safe Routes to Schools (Transportation Alternatives Program) Grant Application

Background

The Milwaukee Safe Routes to Schools program increases the number and safety of kids walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules. Since the program's inception in 2004, more than 20,000 MPS students have been exposed to this life-saving curriculum.

In an effort to continue teaching and promoting walking and biking safety, Milwaukee Public Schools Administration requests that the Board adopt the following resolution in support of the application for the Safe Routes to Schools grant to be submitted to the Wisconsin Department of Transportation's Transportation Alternatives Programfor fiscal years 2021 and 2022.

Wisconsin Department of Transportation (WisDOT) 2021-2022
Transportation Alternatives Program (TAP) Award Cycle

WHEREAS, The Milwaukee Board of School Directors supports the TAP application submitted by the Milwaukee Public Schools to WisDOT for the 2021-2022 award cycle, the application being for Safe Routes to School Education Projects, which increases the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules; and

WHEREAS, As MPS is Wisconsin's largest, most diverse school district — with 80% of its students being eligible for free or reduced-priced lunch — continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that WisDOT reimburses project sponsors for the federal share of 80% of the approved TAP project costs, up to the limit of the federal award amount; and

WHEREAS, In light of the minimum 20% match requirement, the Milwaukee Public Schools has secured matching funds and/or commits to securing the matching funds; now, there be it

RESOLVED, That, if the Milwaukee Public Schools is awarded funding by WisDOT for the 2021-2022 TAP award cycle, the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with WisDOT for the above-referenced project; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools agrees to comply with all applicable laws, requirements, and regulations as outlined in the WisDOT 2021-2022 TAP application materials, the state-municipal agreement between WisDOT and Milwaukee Public Schools, and any other program and/or project documentation.

The resolution affirms that, if awarded the grant, Milwaukee Public Schools commits to implementation of the program in partnership with the Bike Federation of Wisconsin.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

The total grant request is $411,000. The required match is 20 percent ($40,940 in year one, $41,260 in year two, for a total of $82,200) from GN6-0-0-AME-CI-ECTS.

Implementation and Assessment Plan

Upon approval by the Board, the resolution will be submitted.

Committee's Recommendation

Your Committee recommends that the Board adopt the Resolution to accept the award from the Wisconsin Department of Transportation supporting the Safe Routes to Schools grant application.

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

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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 Regarding the Community Feedback Survey

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

Background

At the meeting of the Committee on Strategic Planning and Budget on November 28, 2017, the following high-leverage strategies to improve student achievement were identified as part of the budget process.

1. Busing
2. One Instructional Calendar
3. The Long-Range Facilities Master Plan
4. Initiatives to celebrate our students and schools
5. Regional Development Plan/program offerings
6. Program placement and alignment

As part of that discussion, the Board expressed interest in garnering a high level of community input. Subsequent to this, the district developed a survey that was launched in advance of the winter break. These efforts included canvassing neighborhoods and having a presence at district events/locations where there are high numbers of individuals and families in attendance.

An initial report was presented to the Committee on Parent and Community Engagement on January 16, 2018. Below is an updated report as of March 2, 2018. There were 7,214 responses recorded. A snapshot of the results follows:

Of the 7,214 responses:

- 51.6% primarily identified as a parent/guardian
- 33.0% primarily identified as a an MPS employee
- 9.7% primarily identified as a as a student
- 5.6% primarily identified as a community member

The general grade levels served:

- 14.4% Does not apply
- 47.6% Elementary
- 7.4% Middle School
- 15.2% High School
- 15.4% Multilevel

The most common zip codes, with number of responses

53207 936
53215 584
53221 456
53208 412
53218 392
53212 301
53216 293
53204 291
53206 284
blank..... 320

Program Preferences:

1. Science, Technology, Engineering, Art, and Math (STEAM)
2. Advanced Placement/International Baccalaureate (AP/IB)
3. Art-focused and STEM tied

Transportation Priority Preferences:

1. More access to busing outside the walk zone
2. Safer passages for walking
3. Shorter ride times
4. Smaller walk zones

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 2) Report with Possible Action on Schools as Safe Havens

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

Background

At its meeting on March 30, 2017, the Board unanimously approved Resolution 1617R-007, designating all MPS schools as "safe havens" for all students, regardless of immigration status. The resolution outlined steps for the district to take to protect its students and families in the event of Immigration and Customs Enforcement (ICE) enter school grounds.

This report provides an update to the Board on the actions taken over the past year to implement the resolution. These steps include:

- convening a District Immigration Advisory Group;
- providing resources and information to students, families, and staff through a website landing page, resource persons at schools and central services, and translations of the full resolution;
- professional development for various staff groups on the resolution, information about the students whom MPS serves, and the procedures to follow should ICE enter school grounds; and
- refining school procedures and verifying record-keeping practices and policies in place to ensure that MPS does not collect immigration-status information and, therefore, cannot provide that information to law enforcement.

As Administration reflects on the past year of implementing this critical work, it is essential to maintain the progress achieved as well as recommit to the suggested action areas of:

- ncreasing students' and families' knowledge of their rights;
- creating a network of supports to advocate for protecting all families and strengthening our communities; and
- improving messaging on this topic to our students, families, staff, and community through multiple channels.

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

Fiscal Impact Statement

This item does not authorize expenditures.

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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

Lease 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.

As part of the LRE 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 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 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.

	5A	5B	5C
State of Wisconsin's Target, 2016-17	68.40%	8.30%	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%
MPS, January 2018	75.40 %	18.67%	0.50%
MPS, February 2018*	75.42%	18.72%	0.54%

*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 February's report, there were 14, 152 students with disabilities enrolled.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

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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 the Approval of the FY19 Head Start Federal Grant Application

Background

The Administration for Children and Families (ACF) requires the review, feedback, and approval of the MPS Head Start federal grant application by both the Head Start Policy Council and the Board of School Directors. The Head Start federal grant application was opened in January 2018, with a due date of March 1, 2018.

Parent/community representatives from the Head Start Policy Council participated in the writing of the goals for the MPS Head Start program included in the grant application. The MPS Head Start federal grant application was presented to and approved by the Head Start Policy Council on February 21, 2018.

This application for the Head Start federal grant is written to reflect a continuation of the 1,370 federally-funded Head Start seats at 26 sites.

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. Approval of the MPS Head Start federal grant application would result in an anticipated funding amount of approximately $8.6 million.

Implementation and Assessment Plan

Upon approval by the Board, MPS will submit the ACF Head Start federal grant application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the five-year ACF Head Start federal grant application.

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 Term of the Instrumentality Charter School Contract with New School for Youth Empowerment

Background

On January 25, 2018, the Board approved the instrumentality charter school contract with New School for Youth Empowerment (NSYE). NSYE will be located at 1940 N. 36th St, Milwaukee, WI 53208.

NSYE is based on the premise that young people can and will become educated, active members of their communities by integrating their high-school learning experiences with meaningful participation in social justice and economic activities that benefit the students and the community.

On March 5, 2018, the Administration received notification from representatives of NSYE requesting a delay in the start of the term of the contract to begin with the 2019-2020 school year and to end with the last day of the 2023-2024 school year. NSYE is committed to operating a successful educational program. The requested amendment would provide for additional time for planning, preparation, and solicitation of additional support needed for NSYE to realize desired outcomes.

The Administration recommends that the Board approve the amendment in the term of the instrumentality charter school contract with New School for Youth Empowerment from the start of the 2018-2019 school year to the end of the 2022-2023 school year to the start of the 2019-2020 school year to the end of the 2023-2024 school year.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval, the Administration will request that the City Attorney amend the contract to reflect the proposed contract term and will forward a copy of executed contract to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed amendment in the term of the instrumentality charter school contract with New School for Youth Empowerment from the start of the 2018-2019 school year to the end of the 2022-2023 school year to the start of the 2019-2020 school year to the end of the 2023-2024 school year.

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 Vincent Accelerated Academy

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 February 23, 2017, the Milwaukee School Board of Directors approved the opening of Vincent Accelerated Academy, located within the Vincent High School's building. Vincent Accelerated is an alternative school that services up to 100 students who were formerly enrolled at Vincent High School. Vincent Accelerated Academy implements the Competency-based Curriculum to provide students a personalized pathway toward graduation.

As part of the action, the Milwaukee School Board of Directors requested quarterly reports on the progress of Vincent Accelerated Academy. The first report was presented to the Board on November 30, 2017. This report provides an update of the school's current progress since that meeting and includes next steps.

Student enrollment has increased from 90 to 101, but the attendance rate has decreased slightly, from 55.5 percent to 53.3 percent. The academy suspension rate is down to 25.6 percent from 27.6 percent — a decrease of two percent. Course completion has shown an increase from 65 to 215, and the number of students on track to graduate in May has increased to 18 from 12 in November.

Next steps for Vincent Accelerated Academy include:

- continued implemention of the attendance plan;
- continued collaboration with the leader of South Accelerated Academy to share best practices and challenges;
- having the PBIS coach and Operations Manager continue to work with the leadership on climate and culture; and
- continued pursuit of more professional development on project-based learning.

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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(Item 4) Report with Possible Action on South Accelerated Academy

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 February 23, 2017, the Milwaukee Board of Directors approved the opening of South Accelerated Academy, located in the South Division High School's building. South Accelerated Academy is an alternative school that services up to 100 at-risk students who were formerly enrolled at South Division High School. South Accelerated Academy implements the Competency-based Curriculum to provide students a personalized pathway toward graduation.

As part of the action, the Milwaukee School Board of Directors requested quarterly reports on the progress of South Accelerated Academy. The first report was presented to the Board on November 30, 2017. This report provides an update of the school's current progress since that meeting and includes next steps.

Enrollment dropped from 98 to 87 students, and the attendance rate has decreased slightly, from 45.5 percent to 44 percent. The Academy's suspension rate is 12.9 percent, up from 9.5 percent — an increase of 3.4 percent. Course completion has shown an increase from 90 to 326. However, the number of students on track to graduate in May has decreased to 17 from 24 in November.

Next steps for South Accelerated Academy include:

- continued implemention of the attendance plan;
- continued collaboration with the leader of Vincent Accelerated Academy to share best practices and challenges;
- having the PBIS coach and Operations Manager continue to work with the leadership on climate and culture; and
- continued pursuit of more professional development on project-based learning.

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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(Item 5) Action on Resolution 1718R-018 by Director Woodward Regarding Charter School Proposals

Background

At its meeting on February 22, 2018, the Board referred Resolution 1718R-018 by Director Woodward, regarding charter school proposals, to the Committee on Student Achievement and School Innovation.

> WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, The Board has established priorities for programs that directly address identified areas of need for targeted student populations within the district and to replicate currently successful schools, as well as to accept high-quality or innovative charter school petitions and proposals outside of these priority areas;

WHEREAS, Since charters were established in the district, the needs of the students have changed and the types of programs offered have also changed;

WHEREAS, With all of the changes since first chartering in MPS, it is necessary to have a uniform method for identifying district and student program needs; and

WHEREAS, An active inventory of current programming will allow the district to identify successful programs that might be replicated, and to capture some of the innovative strategies that can be shared with MPS traditional school communities; now, therefore, be it

RESOLVED, That before the Board considers any additional charter school proposals or petitions, the Administration work with the Office of Board Governance to determine the district's needs for new school programs; and be it

FURTHER RESOLVED, That, once this review has been completed, the Administration and the Office of Board Governance submit to the Board for its approval their recommendations both of the type of programs and partnerships to be pursued, as well as any recommendation for revisions to the Board's policies and procedures.

The Administration suggests that the Board defer action on Resolution 1718R-018 by Director Woodward, regarding Charter School proposals, until after the charter school worksession has occurred.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Committee's Recommendation

Your Committee recommends that the Board defer action on Resolution 1718R-018 by Director Woodward, regarding Charter School proposals, until after the charter school worksession has occurred.

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

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(Item 6) Report with Possible Action on Gifted and Talented Identification

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

Background

Wisconsin Statutes, sections 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 using multiple data points. This presentation will review this year's screening of students using a cognitive reasoning assessment and the Teacher's Observation of Potential in Students (TOPS) survey. This screening provides a more equitable identification of gifted potential in all children in areas such as academic, overall intellect, creativity, leadership, interests, spatial abilities, and social perceptiveness.

The presentation, as attached to the minutes of your Committee's meeting, also discusses programming opportunities for identified students, which includes tiered lessons, curriculum compacting, specialized programs, acceleration, competitions, clubs, and support for parents.

The following chart provides disaggregated data for the current year and the previous school year. This data is redacted for groups that have fewer than 10 students to maintain privacy.

	CogAT Screener: 7th-9th Stanine		Students Identified at 9th Stanine Second Graders		Students Identified by TOPS	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Boys	103	132	26	36	71	167
Girls	99	146	23	21	67	151
American Indian	*	*	*	*	*	*
Asian	14	20	*	*	*	30
Black	35	40	*	*	13	30
Hispanic	60	87	14	*	81	197
Native Hawaiian/Pacific Islander	*	*	*	*	*	*
White	82	110	26	35	29	49
Two or More	*	17	*	*	*	*
Students With Disabilities	*	11	*	*	*	20
Students Without Disabilities	195	267	47	55	132	298
English Learners	26	45	*	*	39	133
Not English Learners	176	233	43	53	99	185
Economically Disadvantaged	117	150	23	18	105	261
Not Economically Disadvantaged	85	128	26	39	33	57
Total Students in data set	202	278	49	57	138	318
Kindergarten						12
1st Grade					48	50
2nd Grade	202	278	49	57	48	86
3rd Grade					42	93
4th Grade						61
5th Grade						16
Schools with Identified Students			32	27	10	10†

*This data is redacted. This group had less than 10 students. The numbers are not listed to protect student identification.
†Expanding in 2018-19

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.14, Gifted Students: Programs

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(Item 7) Report with Possible Action on GE Grant Report

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

Background

In 2011, the GE Foundation awarded $20.4 million to the Milwaukee Public Schools. MPS partners included GE Healthcare and the Milwaukee Teachers' Education Association. The grant began as a math-and-science professional development for teachers, then it transitioned to support a cohort of elementary schools focused on math and literacy improvement through the implementation of the Common Core State Standards.

As the grant has progressed through its final phase, the K-8 program has sunsetted, and focus has shifted to college and career readiness and STEM. In fall 2017, college and career centers were established in 20 of the traditional high schools, six supported through the grant along with internships. Additionally, GE Essential Skills was implemented as a yearlong course for one credit as part of the required courses for the competency-based alternative program.

The next phase of the work is focused on STEM integration, specifically at the middle-school level. This needed to become a priority with the remaining grant dollars to ensure a solid foundation for students

to be successful in high school and a strong launch into college and career readiness. Therefore, at the GE Steering Committee's meeting held on December 14, 2017, direction was provided by the MPS Superintendent, GE Foundation Executive Director, and GE Healthcare Senior Executive to work collaboratively on creating and implementing a comprehensive STEM plan to ensure that students are engaged in high-quality, culturally-relevant, interdisciplinary STEM learning experiences for today and beyond.

As a result, as early as January 2018, MPS has embarked on a STEM pilot involving the seven traditional middle schools and four K–8 schools in the district to develop a professional learning community that facilitates the exploration of interdisciplinary approaches and exemplary student-led projects, including the integration of science, math, technology, and engineering practices in schools using project-based learning. There are 11 MPS schools participating.

In January 2018, Dr. Salvador Fernandez, founder and CEO of STEM Happens Network, and the executive director of the GE Foundation, along with the MPS STEM work group, began a listening tour that included visiting schools, meeting with the principals and teachers, and visiting classrooms for observational baseline data.

A vision and mission statement was created with the MPS STEM work group that included metrics to ensure fidelity of implementation. The STEM Happens Network provided consultation, guidance, tools, and resources so that each school leadership team, in collaboration with the MPS STEM work group, created individualized and tailored STEM action plans that honored the existing work and programs in each school. The next phase includes differentiated professional development (March 3, April 14, and May 19), side-by-side coaching, leveraging train-the-trainer model (STEM Happens Network with MPS STEM work group) and creating integrated STEM unit lesson plans based on disciplinary literacy and ongoing integrated STEM support. This is an exciting opportunity in partnership with the GE Foundation to close the equity gap, innovate, and make MPS a national educational leader in STEM integration.

Strategic Plan Compatibility Statement

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 expenditures.

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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 Milwaukee Education Partnership (MEP), the Milwaukee Public Library Board, the MPS Head Start Policy Council, the Title I District Advisory Council (DAC), and 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 January through March 2018 included the following:

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, Milwaukee Succeeds
- Earl Ingram, Talk Show Host
- Tom Barrett, Mayor, City of Milwaukee
- Walter Bond, Executive Director, Teach for America
- Ashanti Hamilton, President, Milwaukee Common Council
- Moira Fitzgerald, Building Advantage
- Bill Berezowitz, GE Healthcare
- Vincent Lyles, President & CEO, Boys & Girls Clubs of Greater Milwaukee
- Brenda Campbell, President & CEO, SecureFutures
- Attended various district events, including:
- Black and Latino Male Achievement Mentor Luncheon at Washington High School
- MPS Equity, Education & Empowerment Speaker Series

Attended the meeting of the Executive Partners of the Milwaukee Education Partnership

Attended Cardinal Stritch College of Education's Leadership Advisory Board's meeting

Attended various community-based events, including the 21st Annual Dr. Martin Luther King, Jr., Celebration Breakfast

Effective and Efficient Operations

Met with district leaders to receive updates on district initiatives:

- Darienne Driver, Ed.D., Superintendent
- Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
- Larry Miller, Vice-President, Milwaukee Board of School Directors

Met with the Panasonic Foundation to discuss partnership with MPS

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1718C-004 Regarding Montessori Strategic Planning

Background

The Office of Board Governance has received the communication, provided under separate cover, from Ms Kathryn Gabor requesting a hearing regarding the need for a strategic plan of growth for the broad MPS community.

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.

In accordance with Board Rule 1.10, Section (2), this communication was referred to the Superintendent of Milwaukee Public Schools.

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RESOLUTIONS

Resolution 1718R-019

By Director Bonds and Director Sain

WHEREAS, The Milwaukee Public Schools' vision states that "schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all"; and

WHEREAS, Milwaukee Public Schools' students and staff have the right to learn and to teach in an environment where they need not worry about the threat of violence; and

WHEREAS, Parents who are required to send their children to school should be able to have confidence in their children's physical, psychological, and emotional safety while at school; and

WHEREAS, Families across the country, including students in Milwaukee Public Schools, publicly have expressed concern for their safety and wellbeing and have made it clear that policymakers must act immediately to protect them in school and beyond; and

WHEREAS, As a locally elected body, the Milwaukee Board of School Directors is charged with ensuring the education, health, and safety of students on behalf of parents and the community; and

WHEREAS, Gun violence presents a clear and present danger to schools and communities; and

WHEREAS, Gun violence, and threats of gun violence, in schools undermine the sense of security that all students should have in their learning environments; and

WHEREAS, School boards are charged with making local decisions about how best to implement school-safety strategies that reflect the needs of their local communities; and

WHEREAS, There is no viable research to suggest that allowing guns in a school setting or arming teachers would prevent acts of violence; and

WHEREAS, Teachers are not trained law-enforcement officers and should not be asked or incentivized to keep weapons accessible in their classrooms; and

WHEREAS, Legislative leaders at the state and federal levels have not only the ability but also the responsibility to act on behalf of our children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors calls on legislative leaders at the state and federal levels to enact sensible gun-safety legislation that will strengthen protections for our schools and students by preventing dangerous individuals from obtaining firearms; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors does hereby stand opposed to any policy to arm teachers; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit MPS employees from possessing firearms during assigned work hours or while on district premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit all individuals, including personnel of MPS contractors or subcontractors, from possessing firearms on district premises unless the individual is a sworn law enforcement agent; and, be it

FURTHER RESOLVED, That the Administration be directed to prioritize funds in the FY 19 budget to ensure that all MPS classrooms are equipped with classroom doors that lock from the inside; and, be it

FURTHER RESOLVED, That the Administration be directed to provide safety training related to code red situations as part of the district's annual professional development offered at the start of every school year and as part of onboarding for all new employees, including substitute teachers, prior to assignment in MPS classrooms; and, be it

FURTHER RESOLVED, That the Administration be directed to explore setting up a confidential hotline for students and MPS personnel to report incidents of people with weapons on MPS premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors reaffirm its Legislative Agenda, which includes increased authority for funding for school safety and reduction of gun violence as legislative priorities; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the state and federal levels to appropriate adequate new funds to school districts to:

- plan and coordinate school-security efforts with law-enforcement officials and make any alterations to district buildings that may be necessary to protect students, teachers, and staff;
- increase the numbers of counselors, mental health staff, psychologists, and social workers in our schools; and
- educate students and their families on the dangers of firearms; and, be it

FURTHER RESOLVED, That the Board direct the MPS Administration, in consultation with the Office of Board Governance, to codify within the District's rules and polices the prohibition of firearms and instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to the Milwaukee delegation of the Wisconsin State Legislature and the Milwaukee Common Council; and, be it

FURTHER RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors echoes the voices of students in Milwaukee Public Schools and across the nation in demanding effective and comprehensive action from the state and federal governments to protect schools and communities.

Director Bonds, having given prior notice in the call of this meeting, moved to suspend Board Rule 1.10 to allow the Board to immediately consider Resolution 1718R-019 and to take public testimony on the Resolution in accordance with Board Rule 1.09(12).

The motion prevailed, the vote having been as follows:

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

The Board having received public testimony, Director Bonds moved to approve the resolution as amended:

RESOLVED, That the Milwaukee Board of School Directors calls on legislative leaders at the state and federal levels to enact sensible gun-safety legislation, including banning of semi-automatic and automatic assault weapons, bump stocks and high capacity magazines, and the requirement of universal background checks that will strengthen protections for our schools and students by preventing dangerous individuals from obtaining firearms; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors does hereby stand opposed to any policy to arm teachers; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit MPS employees from possessing firearms during assigned work hours or while on district premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit all individuals, including personnel of MPS contractors or subcontractors, from possessing firearms on district premises unless the individual is a sworn law enforcement agent; and, be it

FURTHER RESOLVED, That the Administration be directed to prioritize funds in the FY 19 budget to ensure that all MPS classrooms are equipped with classroom ~~doors that lock from the inside~~ door safety barricade deivcies and that there be an exploration of adding pullet-proof windows; and, be it

FURTHER RESOLVED, That the Administration be directed to provide safety training related to code red situations as part of the district's annual professional development offered at the start of every school year and as part of onboarding for all new employees, including substitute teachers, prior to assignment in MPS classrooms; and, be it

FURTHER RESOLVED, That the Administration be directed to explore setting up a confidential hotline for students and MPS personnel to report incidents of people with weapons on MPS premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors reaffirm its Legislative Agenda, which includes increased authority for funding for school safety and reduction of gun violence as legislative priorities; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the state and federal levels to appropriate adequate new funds to school districts to:

- plan and coordinate school-security efforts with law-enforcement officials and make any alterations to district buildings that may be necessary to protect students, teachers, and staff;
- increase the numbers of counselors, mental health staff, psychologists, restorative justice practitioners, school nurses, and social workers in our schools; and
- educate students and their families on the dangers of firearms; and, be it

FURTHER RESOLVED, That the Board direct the MPS Administration, in consultation with the Office of Board Governance, to codify within the District's rules and polices the prohibition of firearms and instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to the Milwaukee delegation of the Wisconsin State Legislature and the Milwaukee Common Council; and, be it

FURTHER RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors echoes the voices of students in Milwaukee Public Schools and across the nation in demanding effective and comprehensive action from the state and federal governments to protect schools and communities.

The motion prevailed, the vote being as follows:

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

* * * * *

Resolution 1718R-020

By Director Woodward

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.

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 8:42 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 5, 2018

Special meeting of the Board of School Directors called to order by President Sain at 6:05 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:

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 6:00 p.m. on Thursday, April 5, 2018, in The Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of determining how the Board wishes to proceed with temporarily filling the vacancy to be created by the resignation of the current Superintendent, 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 Bonds moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c).

The motion to retire to executive session prevailed, 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 6:11 PM.

At 6:57 PM, President Sain asked that Dr. Jacqueline Mann leave the executive session and that Jillain Kawala serve as Secretary for the remainder of the session.

The Board adjourned from executive session at 8:30 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 12, 2018

Special meeting of the Board of School Directors called to order by President Sain at 6:00 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips (arrived 6:09 PM), Voss, Woodward, and President Sain — 9.
Absent — None.

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, a special meeting of the Board of School Directors will be held at 6:00 p.m. on Thursday, April 12, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of determining how the Board wishes to proceed with temporarily filling the vacancy to be created by the resignation of the current Superintendent, 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 Miller moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c). The motion to retire to executive session prevailed, the vote being as follows:

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

The Board retired to executive session at 6:06 PM.

Director Phillips joined the meeting at 6:09 PM.

The Board reconvened in open session at 10:44 PM.

Director Bonds moved to appoint Dr. Keith Posley as Interim Superintendent, to be effective May 21, 2018, contingent upon a background check and contract negotiations. The motion prevailed, the vote being as follows:

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

The Board adjourned at 10:51 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 17, 2018

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

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 Tuesday, April 17, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of determining how the Board wishes to proceed with temporarily filling the vacancy to be created by the resignation of the current Superintendent, 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 Miller moved to adjourn this meeting until 7:30 PM or immediately following the adjournment of the meeting of the Committee on Strategic Planning and Budget, which was scheduled for 6:00 PM. The motion prevailed, the vote being as follows:

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

The meeting was called back to order at 1:08 AM on April 18, 2018, following the adjournment of the meeting of the Committee on Strategic Planning and Budget.

Director Voss 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.
Temporarily Absent — Director Bonds — 1.

The Board retired to executive session at 1:11 AM.

The Board reconvened in open session at 2:15 AM.

Director Bonds moved to approve the employment agreement with Dr. Keith Posley for the position of Interim Superintendent, to be effective May 21, 2018. The motion prevailed, the vote being as follows:

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

The meeting adjourned at 2:25 AM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:34 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:

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, April 19, 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 Bonds 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, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — 0.

The Board retired to executive session at 5:39 PM.

The meeting adjourned from executive session at 6:57 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 7:04 PM.

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

President Sain called for a moment of silence to commemorate the passing of the following members of the MPS family:

- Dakaicia Thomas-White, a seventh-grade student at Carver Academy, who passed away on April 4, 2018;
- Kiara Brown, a senior at Vincent High School, who passed away on March 26, 2018;
- Jonathan Leinfelder, Assistant Principal at Washington High School, who passed away on March 29, 2018; and
- Terence Weber, a teacher at Bradley Tech High School, who passed away on April 9, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Corey D. W. Moore-Comer (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 posthumously present the "Excellence in Education Award" to:

Corey D. W. Moore-Comer

Corey D.W. Moore-Comer was born on August 5, 1982, and journeyed from this life on February 9, 2018, at the age of 35. A proud graduate of Washington High School, he received his teaching certification and bachelor's degree from Central State University in Wilberforce, Ohio. Corey was a dedicated employee of Milwaukee Public Schools for 17 years, serving as a recreation assistant, interscholastic official, teacher, and most recently as a GEAR Up advisor at James Madison Academic Campus and Bay View High School.

Mr. Moore-Comer was an advocate for higher education and had a heart for children, and his ultimate passion was helping them to achieve their dreams. He understood that relationship building and authentic caring are the best means of reaching, educating, motivating, and inspiring young people. He also was a member of the African American Male Initiative, which harnesses resources to rally around Black males and to provide a pathway to college.

Mr. Moore-Comer also enjoyed traveling, cooking, playing basketball, spending quality time with his family, having Sunday dinner with his Granny, and making a difference in the lives of others.

The Milwaukee Board of School Directors recognizes and honors Corey D. W. Moore-Comer posthumously 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

(Item 1) Action on a Correction to the Approved Minutes of the Board's Regular Meeting of December 2017

Background

At its meeting of January 25, 2018, the Board approved the minutes of December 21, 2017. In the draft of those minutes, as provided to the Board, in regard to Item 10 of the report of the Committee on Accountability, Finance and Personnel, Action on Resolution 1718R-004 by Directors Phillips and Voss Regarding School Nutrition, it was erroneously recorded that the Board had approved the resolution as amended.

In fact, not only did the Board approve the resolution, as amended, but the Board further directed the Administration to bring quarterly updates on the implementation of the resolution to the Board through committee.

The Board Clerk is requesting that the Board approve a correction to the previously approved minutes of its regular meeting of December 21, 2017, to reflect accurately the action that was adopted.

The relevant item, as it should have been presented in the minutes of December 2017, is provided under separate cover for the Board's review and approval.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.15, Board Proceedings

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval, the Office of Board Governance will make and publish the correction.

Recommendation

The recommendation is that the Board approve the correction to the minutes of its regular meeting of December 2017.

The correction to the minutes was approved by consensus.

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(Item 2) Action on the Minutes of the February and March 2018 Special and Regular Meetings of the Milwaukee Board of School Directors

The minutes of the special and regular meetings of the Board of February and March 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. Activities from late March through mid-April are as follows:

Events/Programs/Announcements

Alumni Reunion

The 3rd Annual MPS Alumni Reunion will be held on Friday, May 11, 2018, from 5:00 until 8:30 p.m. at the Tripoli Shrine Center, 3000 W. Wisconsin Avenue.

Community Conversations

A number of Community Conversations on discipline, stemming from the Office of Civil Rights (OCR) Resolution Agreement, were held. Community input is vital to our work. We see these meetings as a way not to air grievances, but to develop a plan that is fair to all.

Summer Learning 2018

MPS is offering two sessions for learning this summer: June Term (J-Term) from June 4 to 29, 2018, and Summer Academy from July 2 to 27, 2018. Students can attend one or both sessions. All residents of the City of Milwauke, 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! Students can catch up, get ahead, or just have fun learning. 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, credit acceleration, and internships.

J-Term and Summer Academy are free! Both are packed with music, art, science, outdoor activities, field trips, while J-Term provides learning for students on the early-start calendar, since their school year ends in mid-May.

Summer Academy is available for students on both the traditional and early-start calendars. Traditional-calendar students looking for options in June are encouraged to look at the variety of summer enrichment camp offerings that can be found on the J-Term website.

The summer program has a variety of community partners that deliver art, coding, music, theater, outdoor education, STEM, and many other offerings. Field trips to local museums and nature centers will allow students to discover their community. Summer enrichment camps allow students to explore new ideas and abilities

Student Job Fair is a Success!

Nearly 700 students visited the University of Wisconsin-Milwaukee for the first-ever MPS Student Job Fair. More than 60 employers were on hand to help our teens fill out applications and get ready for their first jobs. Students learned about local employers as well as long-term careers. To be eligible for the job fair, students were required to be 16 years or older and to attend a work-readiness session at their schools. Work-readiness sessions assist teens in developing resumés and elevator speeches, preparing for interviews, selecting interview wardrobes, and adopting professional behavior needed for the workplace. The sessions are part of expanded efforts to prepare every student for college and career.

Donors Choose Funding 2018

In an unprecedented act of generosity, technology company Ripple donated $29 million to DonorsChoose.org, funding every project posted by a teacher across the country. In Milwaukee Public Schools, 110 projects posted by 89 teachers were funded, bringing a total donation of $60,081 to the District.

Combined with other donations to these projects on DonorsChoose.org, the total value of all funded projects in MPS is $70,956. Funding will allow teachers to acquire iPads, ear buds, bus tickets, athletic equipment, books, science supplies, art supplies, school supplies, and more. Requests ranged from about $200 to just over $2,000. This is the third time in which Milwaukee teachers have experienced a blanket donation of this type. For the past two school years, the Herb Kohl Foundation contributed to teacher projects on the DonorsChoose website, providing $1 million to classroom projects.

Meetings from late March through mid-April

- I participated on a Women's Leadership Panel at the Women Leading Wisconsin Conference in Elkhart Lake. It was an engaging and empowering event that connected leaders throughout the state and provided the venue for networking and partnership opportunities.
- I vsited Rufus King High School and stood with our wonderful students who chose to take a stand and peacefully protest during the student-led National School Walkout. We gathered together outside at 10:00 a.m. for 17 minutes — one minute for each of the individuals killed during the shooting at Marjory Stoneman Douglas High School in Florida last month.
- I attended the Milwaukee Succeeds Executive Committee meeting at the Greater Milwaukee Foundation.
- I gave welcoming remarks to The Waters Foundation, staff, and our institute partners at the second annual Milwaukee Systems Thinking Institute at Daniel Webster Secondary School. This was a great opportunity for learning and engagement in systems-thinking work.
- I gave a keynote speech to the Professional Women's Development Network in Delafield on women's leadership. I was honored to share my story and engage with new leaders about Milwaukee Public Schools.

Awards/Recognition

2018 Herb Kohl Foundation Awards

Patricia Cifax, Principal of Curtin Elementary, and Sally Schumacher, Principal ofWhitman Elementary School, were named 2018 Herb Kohl Leadership Award recipients for setting high standards in instruction, achievement, and character and creating a climate to best serve students, families, staff, and community.

The following students and teachers were named recipients of the Herb Kohl Educational Foundation's other awards:

2018 Teacher Fellows

Cheryl Crosby, Transition HS
Sarah Fadness, Milw. School of Languages
Sarah Ozurumba, ALBA
Jennifer Reinert, Grantosa Drive
Patricia Rian, Wedgewood
Amber Thornton, King IB HS
Rochelle Vlaj, Transition HS
Karla Zuehlke, IDEAL

2018 Excellence Scholars

Kiva Carman-Frank, King IB HS
Ruth Fetaw, King IB HS
Biluge Ntabala, MHSA
Alayna Perry, King IB HS
Karinna Piwek, King IB HS
Kellen Sharp, Reagan HS
Azeb Weldemariam, MHSA

2018 Initiative Scholars

Kenrese Cain-White, Washington HS
Brian Jimenez, Audubon HS
Kat Mazang, Milw. School of Languages
Biak Nung, Hamilton HS

Sydnee Roby is Gatorade Wisconsin Girls' Basketball Player of the Year

Sydnee Roby, a junior at Rufus King High School, was awarded one of the most prestigious awards in high-school sports. Sydnee was selected from hundreds of student athletes based on her athletic excellence, academic achievement, and exemplary character.

Sydnee maintains a 3.09 grade-point average and volunteers at a local homeless shelter. A 6-foot-4 center, she averages 17 points, 11 rebounds, 2.7 blocks, and 2 assists per game. She has been a two-time Conference player of the year, was a unanimous First Team All-State selection as a sophomore, and was named to the Associated Press All-State First Team and the *USA Today* All-USA Wisconsin First Team.

Sydnee will receive a prize package with exciting items for herself and her school:

- a trophy for the school to keep and another for herself
- a banner for the school to display recognizing the award
- a Gatorade Sideline Kit containing products and premiums for her team.

Sydnee will also select a local charity or sport association to receive a $1,000 donation from Gatorade and has the opportunity to nominate her school for a $10,000 grant from Gatorade.

Wisconsin High School Regional Mock Trial Competition

Sixty MPS high-school students participated in mock-trial programming, and 22 of them competed in the Regional Mock Trial Competition at the Federal Courthouse. Since its inception in 1983, the Wisconsin High School Mock Trial Program has brought our legal system to life for thousands of students. Using facts and case materials developed by Wisconsin attorneys, students gained a deeper understanding of the court system as they developed their arguments and built their cases. Bradley Tech High School's Mock Trial team received the Spirit of Mock Trial award from the State Bar of Wisconsin.

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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

Unless a special session is called, the Wisconsin State Legislature is officially out of session until January of 2019.

In a spring election marked by significant voter turnout, Judge Rebecca Dallet was elected to a ten-year term to the seat formally held by Justice Michael Gablemen. The state will hold elections for State Supreme Court seats in each of the next two years, April 2019 and April 2020.

By a significant margin, voters kept in place the constitutional office of the State Treasurer. As the Wisconsin School Boards Association and others have noted, while there have been those who have questioned the relevance of the office, the State Treasurer's role is significant in that the officeholder serves on the Board of Commissioners of Public Lands. The Board's duties include overseeing investment income generated for the Common School Fund, with revenues distributed through library aid received by school districts. The preservation of the State Treasurer's office helps to ensure continued and appropriate oversight of those funds.

Notable because of his position as Speaker of the House of Representatives, Paul Ryan announced on Wednesday, April 11, 2018, that he would not seek re-election.

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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

Recommendation

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

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

The Board retired to executive session at 7:51 PM.

The Board reconvened in open session at 8:13 PM.

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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

Board Resolutions

1. Background

The OAE has been working on the following projects that have been defined by the Board through the adoption of the following recent resolutions.

- Resolution 1718R-003 by Directors Falk and Harris regarding an inventory of district property of artistic, historic, or monetary value;
- Resolution 1718R-006 by Director Bonds regarding a district-wide equity audit;
- Resolution 1718R-011 by Director Bonds regarding a district-wide assessment of diversification of workforce

2. Update

The OAE continues to work on the balance of these resolutions. The OAE will also work with the Administration and 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.

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 25 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 20 and 21, 2018, and April 5, 6, 9, 10, 11, 12, 13, 16, and 18, 2018.

The motion to accept the reports prevailed, 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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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, which replaced the reports of standing committees — except for the following reports from the Committee on Accountability, Finance, and Personnel and from the Committee on Strategic Planning and Budget — at the Board's regular April 2018 meeting.

Separate consideration was requested of the following items from the following reports:

- Item 6, from the Committee on Accountability, Finance, and Personnel, Action on Resolution 1718R-008 by Director Bonds Regarding Strategies for Substitute Teacher Recruitment, Hiring, and Dispatching, was set aside as it was forwarded to the Board without recommendation;

- Item 1, from the Committee on Strategic Planning and Budget, Action on a Request to Approve Transportation Strategies to Reduce Expenditures and Increase Efficiencies, was set aside by Director Bonds.

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 Bonds 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 Receipt of the Fiscal Year-End 2017 Audit Reports

Background

Baker Tilly has completed the June 30, 2017, year-end reports, as attached to the minutes of your Committee's meeting, which are being presented for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing their 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. 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. CAFR 2017
6. Report on Federal and State Awards.

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

* * * * *

(Item 2) Action on Resolution 1718R-017 by Director Woodward to Rename an MPS School in Recognition of Grant Gordon

Background

At its meeting on February 22, 2018, the Board referred Resolution 1718R-017 by Director Woodward to rename an MPS school in recognition of Grant Gordon to the Committee on Accountability, Finance, and Personnel.

WHEREAS, The Milwaukee Public Schools' Strategic Plan states as a goal that, "School communities work together for improvement of academic achievement"; and

WHEREAS, Grant Gordon was born in Houston, Mississippi, on February 17, 1917, relocated with his family to South Beloit, Illinois, in December 1917, and graduated from South Beloit High School in 1935; and

WHEREAS, Grant Gordon moved to Milwaukee and attended Milwaukee State Teacher's College, where he received a bachelor's degree from State Teachers College (now University of Wisconsin-Milwaukee) in 1940; and

WHEREAS, In 1940, Grant Gordon joined the US Army, became a 1st Lieutenant, and took part in the D-Day Invasion of Normandy on June 6, 1944; and

WHEREAS, Grant Gordon was hired as a teacher at the former Fourth Street School in 1944; and

WHEREAS, After returning to Milwaukee, he enrolled in Marquette University and received a master's degree in education; and

WHEREAS, In 1960, Grant Gordon was the first African American to become a principal in MPS, leading Garfield Avenue School; and

WHEREAS, In 1968, Grant Gordon became an administrative specialist in the Central Office; and

WHEREAS, In 1976, Grant Gordon became the General Assistant to the Superintendent; and

WHEREAS, In 1979, Grant Gordon initiated and administered Project RISE (Rising to Individual Scholastic Excellence) in 20 schools — 18 elementary and two middle schools — that served predominantly low-income and minority students; and

WHEREAS, Project RISE was based upon three assumptions:

- all children, regardless of family background, race, or socio-economic status, can acquire basic skills;
- inappropriate school expectations, norms, practices, and policies account for the underachievement of low-income and minotory students; and
- the literature on effective schools and classrooms has identified expectations that are associated with high achievement, and it is reasonable for schools to emulate those characteristics; and

WHEREAS, Project Rise was coordinated at thedDistrict level by Grant Gordon, and at the heart of each of the 20 schools was a plan for implementation of the essential elements derived primarily from research and literature on schools' and teachers' effectiveness and from correspondence and communication with practitioners from instructionally effective schools; and

WHEREAS, The essential elements were inter-related and were as follows:

- school climate
- curriculum
- instruction
- coordination of supportive services
- evaluation
- parent and community support; and

WHEREAS, Grant Gordon received recognition for Project RISE by the Department of Education; and

WHEREAS, Grant Gordon was a mentor to many young African-American professionals, many of whom went on to attain significant positions within the District; and

WHEREAS, Grant Gordon retired from Milwaukee Public Schools in 1981 and enjoyed his retirement until his passing in November 2003; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to explore the renaming of a school in recognition of Grant Gordon's contributions to the education of low-income and minority students in the Milwaukee Public Schools system; and, be it

FURTHER RESOLVED, That the Administration is to identify a suitable school and provide the Board with an update regarding the selection of the school and the name change by the April 2018 board cycle.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will move forward to explore opportunities to rename an MPS school in honor of Grant Gordon.

Committee's Recommendation

Your Committee recommends adopting resolution 1718R-017 by Director Woodward to explore renaming an MPS school in recognition of Grant Gordon, amended to require that the update regarding the selection of the school and the name change be brought to the Board by the June 2018 board cycle.

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

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(Item 3) Report with Possible Action on Near-site Employee Clinic(s)

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

Employee health and rising healthcare costs continue to concern all employers in both the public and private sectors. MPS continues to look to provide healthcare benefits and address healthcare costs.

The Administration is working with our current employee benefits consultant, Hays Companies of Wisconsin (Hays), to explore options regarding a near-site employee clinic.

The Office of Human Resources, in conjunction with Procurement Services, will assist Hays benefits consultants in issuing request for proposals (RFPs) to continue the process of exploring the feasibility of providing employee near-site clinics with services in Milwaukee.

The proposed clinics would cover the current MPS geography. Hours would be expanded to before and after school in order to accommodate staff. Services would include preventative care, exams, diagnostics, and lab services. Patients would see nurse practitioners who would refer them to specialista, when needed.

Potential partners have been identified as Ascension, Aurora, or Froedert. There would be four clinics available. The estimated annual net savings is $700,000.

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 does not authorize expenditures.

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(Item 4) Action on Proposed Benefit Changes for FY19

Background

As part of the FY19 budget planning process, the Administration is proposing benefit changes. The following is a conceptual overview of those proposed benefit changes.

1. A spousal carve-out whereby working spouses of MPS employees who are eligible for healthcare benefits through their employers would be required to enroll in coverage offered by their own employers or pay a yet-to-be-determined surcharge. This option would create an estimated $7,911,090 in savings annually.

2. An increase in co-pays for primary care physician visits, specialist visits, emergency room, and urgent care. The proposed increases would result in an estimated annual saving of $4,294,846.
3. An increase in employee contributions for EPO (Exclusive Provider Organization) and PPO (Preferred Provider Organization) medical plans of 2% for employees in the two lower salary bands and 3% for employees in the upper two salary bands. There would be no proposed change to employee contributions to the HDHP (High Deductible Health Plan). This would result in estimated savings of $2,967,656.
4. The elimination of long-term disability as a board-paid benefit. MPS currently plays $1,989,618 in annual premiums. Currently no employees receive this benefit. Between January 1, 2017, and March 1, 2018, only our employees received benefits, which totaled $47,534. Instead, it is proposed to make long-term disability a volunteer benefit, for an annual savings of $1,989,618.

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

Fiscal Impact Statement

If the Board approves all benefit changes, effective January 1, 2019, approximate savings for FY19 over a six-month period would be $8.5 million, and over a 12-month period would be $17.1 million.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the benefit changes, effective January 1, 2019.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the Administration's recommendation to terminate MPS's paid long-term disability plan; and
2. direct the Administration to establish a strategy for lowering MPS's healthcare costs and improving the health and wellness of MPS employees, with an emphasis on preventive care, by developing and presenting to the Board by the November 2018 Board Cycle; and
3. direct that the innovative new methods of healthcare for MPS employees include strategies that will reduce total healthcare costs at MPS by 10% without reducing benefits and without annual increases in employee premiums and cost-sharing (e.g., deductibles, co-pays, co-insurance) greater than the rate of inflation; and
4. direct the Administration to develop this new strategy with experts and by forming an advisory committee to include the following:
   - board members;
   - members of administration;
   - school-based staff;
   - parents and community members; and
   - local/state leaders in healthcare reform.

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

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(Item 5) Action on Proposed Salary Changes for FY19

Background

As part of the FY19 budget-planning process, the Administration is proposing salary changes. The following is a conceptual overview of those proposed changes.

1. On October 30, 2017, the Board approved a Five-Year Road to $15. One option is to continue the Five-year Road to $15 until FY 2021-22.
2. Another option is to implement a five-, seven-, or 10-year step schedule for educational assistants unit, including safety assistant, paraprofessional — six hours; interpreter I — six hours, interpreter II — six hours; general educational assistant — six hours; general educational assistant hourly; and child care workers. The recommendation is for a seven-year step schedule.
3. Provide total salary increases for the teachers unit of 2.13%. This would involve creating a salary structure with lanes for teachers with bachelors or masters degrees. It would also continue the annual additional pay for teachers with Ph.D.s of $1,165, and those with National Board Certification of $2,000. Finally, it would include teacher incentive pay for hard-to-fill locations, subjects, etc. and step increases. The Administration will seek the Board's approval of the distribution of this salary increase at a later date.
4. Provide a 2.13% salary increase to employees not covered under 1, 2 or 3, above, including administrators, clerical, school bookkeeper, school engineer/boiler attendant, school psychologist, and support staff.

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

Fiscal Impact Statement

If the Board approves all the proposed salary changes, the estimated cost to the budget would be $11.8 million.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the salary changes during FY19.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed salary changes for FY19 as outlined on page 12 in the attachment 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 Resolution 1718R-008 by Director Bonds Regarding Strategies for Substitute Teacher Recruitment, Hiring, and Dispatching

Background

On September 28, 2017, the Board referred Resolution 1718R-008 by Director Bonds regarding strategies for substitute teacher recruitment, hiring, and dispatching to the Committee on Accountability, Finance and Personnel.

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, "Wherever students are learning is the most important place in the District," and

"Educators and school staffs have high expectations for all students and provide the foundation for their academic success" as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, "The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions"; and

WHEREAS, The most recent report presented to the Milwaukee Board of School Directors indicated that:

- MPS faces difficulty filling substitute teacher assignments, especially at the middle- and high-school levels;
- some assignments are being consistently refused by substitute teachers;
- the current fill rate is 84%; and

WHEREAS, Prior to 2011 Wisconsin Act 10, the Milwaukee Public Schools used an internal process for recruiting, hiring, and dispatching substitute teachers that provided for consistency in the classrooms; and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting for substitute teacher recruitment and subsequently for dispatching services; and

WHEREAS, In January 2017, the Board directed the Administration to evaluate the need for contracted substitute teacher recruiting and dispatching services and assess best options for addressing the challenges in filling all substitute teacher assignments; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a strategy for filling substitute teacher vacancies using existing internal resources; and be it

FURTHER RESOLVED, That the new strategy include two substitute teacher classifications, day-to-day substitutes and regular substitutes, whereby a regular substitute teacher:

- is one who agrees to serve in any school on any day in the school year and works 19 consecutive work days to obtain regular substitute status; and
- receives a higher rate of pay than a day-to-day substitute; and be it

FURTHER RESOLVED, That the Administration explore additional opportunities to incentivize a substitute teacher's desire to obtain regular substitute teacher status and serve in hard-to-fill assignments; and be it

FURTHER RESOLVED, That regular substitute teachers serving in classrooms for which there are no teachers available be eligible for vacancy pay; and be it

FURTHER RESOLVED, That all dispatching of substitute teachers be done by the MPS Office of Human Resources and that the District direct substitute teacher assignments based on the District's need rather than substitute teachers choosing or refusing assignments; and be it

FURTHER RESOLVED, That the newly established strategy for substitute teacher recruitment, hiring, and dispatching be brought to the Board no later than the January 2018 Board cycle.

The Administration is in agreement with the spirit of the resolution and is recommending its adoption with minor amendments to the Resolved section, as follows:

RESOLVED, That the Board direct the Administration to establish a strategy for filling substitute teacher vacancies using existing internal resources; and be it

FURTHER RESOLVED, That the new strategy include two substitute teacher classifications, day-to-day substitutes and regular substitutes, whereby a regular substitute teacher:

is one who agrees to serve in any school on any day in the school year and works 19 consecutive work days to obtain regular substitute status; and

receives a higher rate of pay than a day-to-day substitute; and be it

FURTHER RESOLVED, That the Administration explore additional opportunities to incentivize a substitute teacher's desire to obtain regular substitute teacher status and serve in hard-to-fill assignments; and be it

~~FURTHER RESOLVED, That regular substitute teachers serving in a classroom for which there is no teacher available are eligible for vacancy pay; and be it~~

~~FURTHER RESOLVED, That all dispatching of substitute teachers be done by the MPS Office of Human Resources and that the District direct substitute teacher assignments based on District need rather than substitute teachers choosing or refusing assignments; and be it~~

FURTHER RESOLVED, That the newly established strategy for substitute teacher recruitment, hiring, and dispatching be brought to the Board no later than the ~~January~~ June 2018 board cycle.

The Administration recommends eliminating the component on regular substitute teachers subbing in a classroom for which there is no teacher available being eligible for vacancy pay. These employees are currently being paid a differential of $22.35 per day. To pay them vacancy pay would be cost-prohibitive in light of budgetary constraints.

The Administration further recommends eliminating the component on dispatching because it is cost-effective to use the current Frontline Education software to manage this process rather than manually dispatching on a daily basis.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its efforts to address the items in the resolution.

Committee's Recommendation

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

Director Bonds moved to approve the recommendations of the Administration.

Director Miller offered a substitute motion to send the item back to the Committee on Accountibility, Finance, and Personnel. The motion failed of adoption, the vote being as follows:

Ayes — Directors Báez, Falk, Miller, and Voss — 4.
Noes —Directors Bonds, Harris, Phillips, Woodward, and President Sain — 5.

Director Miller then offered a substitute motion that, in lieu of adopting the resolution, the Office of Accountability and Efficiency (OAE) and the Administration should consider the Resolved portions of the revised resolution for research and analysis to be included in the OAE's report that is scheduled to come to the Board by June 2018.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Miller, Phillips, and Voss — 5.
Noes —Directors Bonds, Harris, Woodward, and President Sain — 4.

* * * * *

(Item 7) Action on a District-Wide Assessment of Substitute Teachers

Background

In November 2017, the Milwaukee Board of School Directors adopted Resolution 1718R-007 regarding a district-wide assessment of substitute teachers.

The report attached to the minutes of your Committee's meeting details the output of this work reviewing MPS systems, available data about absences and substitute teachers, and a review of applicable literature. Some of the findings are:

- in FY2017, there were 74,550 absence events and 61,806 absences filled, for a fill rate of 82%;

- factors associated with the decision to take an assignment are how much advance notice is given, the day of the week of the assignment, and the type of school;
- 40% of absence events are due to unfilled teacher vacancies;
- vacancies have the attraction of increased pay with a long-term assignment; and
- usage of sick hours has increased by more than a half-day of instruction at each quartile between 2015 and 2017.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.22, Leaves and Absences: Staff

Fiscal Impact Statement

No Fiscal Impact

Committee's Recommendation

Your Committee recommends that the Board direct that:

1. the Administration and the OAE examine the impacts of the following changes:
   - changing maximum lifetime sick-leave accrual
   - changing maximum yearly sick-leave accrual
   - incentivizing attendance for all non-administrative school staff
   - requiring five working days' notice for miscellaneous leave
   - creating a system to monitor advance posting of absences;
2. the Administration and the OAE to return with its final recommendations no later than the June 2018 Board cycle; and
3. the Office of Accountability and Efficiency to assemble with a delegation of substitute teachers on the recommendation.

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

* * * * *

(Item 8) Report with Possible Action Regarding the Substitute Teacher Committee

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 September 2017, the Board took action regarding developing a Substitute Teacher Taskforce. The Taskforce was to include two representatives from the Administration, two representatives from the MTEA, a board member, a representative of the Office of Accountability and Efficiency, and two parent or community representatives. The Taskforce was assembled and met several times to discuss and construct options regarding the following topics as outlined in the Board's action:

1. providing substitute teachers to the classroom;
2. reviewing hard-to-fill positions; and
3. possible options for providing healthcare to substitute teachers.

This is an update to the report which was provided to the Board at its special meetingon November 30, 2017. Per Board action, Milwaukee Public Schools' administration, the Milwaukee Teachers Education Association, and members of the Milwaukee Board of School Directors have been meeting since October 2017. Items for discussion included recommendations concerning substitute teacher eligibility for benefits, professional development and other support for the substitute teachers in the classroom. The following is a summary of the Committee's findings and recommendations.

Problem of Practice

The number of vacancies exceeds the number of filled positions.

Fiscal Year	Absences	Need Subs	Filled	Unfilled	Sub Not Needed	% Filled	% Unfilled
2015-2016	70,496	69,447	58,232	11,215	1,499	83.85	16.15
2016-2017	76,743	75,426	62,584	12,842	1,317	82.97	17.03

Currently, we have 696 substitute-teachers

Total payroll 2015-2016 ..... $7,054.034
2016-2017 ..... $9,288,934

Current pay rates:
$160.56 per day ($20.07/hr)
$182.93 per day (22.87/hr) for substitutes in the same assignment for more than 20 days
$203.34 per day ($25.42/hr) for special assignments, designated by the District in hard-to-fill areas

Collective recommendations of the Taskforce

- Create a classroom instructional workforce pool
- Fill teacher absences in hard-to-fill positions
- Create a teacher pipeline from the members of the workforce

Model I

Create a pool of 50 employees: This workforce, which will be centrally assigned, will be assigned on a daily basis by the regional superintendents. They will be required to work at any school as identified by the regional superintendents. They must work at any assigned location for the 180 student-contact days. They must enroll in the teacher-pipeline program and will be eligible for benefits as outlined below.

Model II

All substitute teachers who work at least 32 hours per week shall receive benefits as outlined below, which are substantially similar to the plan that teachers and educational assistants receive. Full-time substitutes could be assigned specific days or required to work a certain number of Fridays or Mondays in each semester.

Benefits

1. Health insurance
2. Dental insurance
3. Vision insurance
4. WRS
5. Participation in a 403B/457 plan
6. Four days of miscellaneous leave

In FY2016-17, there were approximately 200 substitute teachers who worked on an average of more than 30 hours per week. Estimated costs for health, dental, and vision insurance for 200 employees is $3.0 million (not including WRS employer contributions [estimated at $400,000] and the cost of MPS administration).

The Substitute Hiring Process

1. Positions are posted similarly to all other positions within MPS as vacancies occur.
2. Candidate packets are submitted.
3. Candidates who meet basic criteria are selected for interviews.
4. Candidates who are selected after the interview process are processed for employment, which consists of criminal background checks and drug screening.
5. Candidates who pass this phase are offered positions and hired.

6. Candidates who accept the positions have their information entered into PeopleSoft. Talent Management staff then contacts the individuals via letter to provide new hires with their AESOP IDs and pin numbers.

Additional Taskforce Recommendations

1. That rofessional development opportunities be provided to substitute teachers on an ongoing basis.
2. That all employees working under Model I or Model II shall be entitled to eight hours of professional development per semester.

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

Does not authorize expenditures.

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Falk 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 Transportation Strategies to Reduce Expenditures and Increase Efficiencies

Background

Milwaukee Public Schools provides transportation services to approximately 54,000 students annually for district, suburban, and private-school students who live in the city of Milwaukee or who participate in specialty programs such as Chapter 220, Homeless Education, or Foster Placement Network Programs, in surrounding municipalities. The District also provides services for a variety of district-sponsored programs such as Head Start, Night School & GED, interscholastic athletics, the Community Assessment and Training Program (CATP), Learning Journeys,, and Special Olympics.

Chapter 121.54 of the Wisconsin Statutes spells out the provisions under which the school board of each district shall provide for the transportation of pupils, including establishment, administration, and scheduling of school bus routes. MPS Administrative Policy 4.04 further states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students.

As part of the FY19 budget-planning process, the Administration is proposing transportation changes. These actions also reinforce a prior informational item presented to the Board in 2015 in response to 1415R-005, as it pertained to the establishment of a regional transportation system. The following is an overview of the changes to be considered for the FY19 school year:

1. revision of all elementary school attendance-area transportation regions to reflect a three-mile transportation zone that will surround the schools themselves;
2. revision of the District's citywide specialty school transportation status for schools who have between 10% and 15% of their pupils who live more than seven miles from the

school. This will require further analysis on the impacts to schools that restrict enrollment entry after 1st grade;

3. revision of the District's arts schools transportation region to mirror the Montessori region's five-mile zone;
4. revision of service type for any transportation-eligible high-school student whose school is more than seven miles from a city bus.

Potential long-term strategies for FY20 and beyond have also been included for informational purposes. These include:

1. adjustment and realignment of the bell schedules to maximize efficiency, going from a two-tier bell schedule to a three-tier schedule;
2. reduction of the walk zones in order to incentivize neighborhood school attendance and reduction of high-cost, high-distance transportation;
3. revision of school attendance areas based on student demographics in order to reinforce enrollment in neighborhood schools;
4. increase in the use of the Milwaukee County Transportation Services' buses. This would require realignment of bell schedules and would change the service type for approximately 10,500 students, but would reduce expenditures oby approximately $2,000,000;
5. revision of all citywide and neighborhood specialty-schools transportation policies to reflect a five-mile walk zone and a four-mile transportation region;
6. revision of high-school transportation policies to reflect a five-mile walk zone and a four-mile transportation region.

Any changes to be considered for FY20 or beyond will be brought back to the Board for approval at a later time.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04, Student Transportation Services

Fiscal Impact Statement

The fiscal impact of the Administration's proposed actions depends on the range of implemented options. The potential savings range from $100,000 to $3,000,000 for FY19. The potential fiscal impact on any transportation considerations for FY20 or beyond provided as an informational item range from $7,000,000 to $10,000,000 in transportation savings.

Implementation and Assessment Plan

The Administration will implement the four transportation changes proposed, if approved, in the FY19 school year. In addition to these proposed changes, the Administration will also be revising existing standard operating procedures for isolated transportation needs to assist in further reduction of transportation expenditures. Diligent review and reassignment of isolated transportation situations can reduce transportation expenditures dramatically. That would include monitoring trending on homeless transportation, special education placements and program manipulations, and other special program placement situations that run contrary to the school's traditional transportation policy (e.g., Head Start or ESL/bilingual needs).

Reduction of the number of high-cost arrangements via a robust review process would translate into at least partial cost reductions. Any student transported over seven miles shall be subject to a formal and appropriate administrative review and approval prior to busing's being considered, unless the situation involves attending a citywide or specialty school, and again will take place prior to the start of a new school year.

The Administration will also prepare any necessary follow-up on the informational item presented for potential long-term transportation changes being presented at this time for review.

Should the Board adopt the Administration's proposed actions, the Administration will begin to implement the actions according to the following schedule:

- FY19 actions: April 2018-August 2018
- FY20 information: The Administration will report back to the Board in August 2018

Committee's Recommendation

Your Committee recommends that the Board approve transportation proposal #1 and hold transportation proposals #2, #3, and #4 at the committee level until further analysis of the proposals can be conducted.

Director Bonds moved to approve the Administration's proposal #1 and to establish three non-paid district furlough days (Memorial Day, Labor Day, and Thanksgiving Day) and to use $2 million in savings to fund transportation at the current level. The motion failed of adoption, the vote being as follows:

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

Director Voss moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

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

* * * * *

(Item 2) Action on FY19 Strategic Planning & Budget Development

Background

The following is an update on the FY19 Proposed Budget activities.

(1) On January 25, 2018, the Board approved the following FY19 budget parameters:

- preparation based on the adopted State budget — specifically, no annual increase in the per-pupil revenue limit for school districts;
- maximization of the revenue limit;
- identification of necessary spending reductions to fund raises for employees, and that those raises and budget considerations start in the classroom;
- identification of necessary spending reductions to allocate funds to schools in a manner that preserves or decreases class size;
- identification of necessary spending reductions to maintain a balanced budget;
- consideration of all departments for possible reductions to balance the District's budget; and
- expedition of the Road to 15 from a five-year process to a three-year process.

(2) School budget carousels were held in January and February to gather input from school communities.

(3) The Board's budget parameters and feedback from the school budget carousels informed multi-phase modeling that was conducted by the Offices of Academics, Finance, Innovation & Information, and School Administration.

(4) Regional teams met in February to review schools' allocations before they were finalized to ensure that available resources are aligned to address studens't needs.

(5) At the Principal Leadership Institute held on March 7, 2018, the Chief Financial Officer presented an overview of the budget process, objectives, proposed budget changes/assumptions, deliverables, and key dates to school leaders. School leaders also received their detailed budgets and attended regional breakout sessions to work with Financial Planning and Budget Services staff, regional superintendents and operations managers, instructional leadership directors, special services regional managers, and HR staffing specialists. The objectives set forth at the regional breakout sessions included a detailed review of school budgets, programming, class sizes, staffing, and opportunities to raise applicable budget concerns.

(6) Throughout March, the Financial Planning and Budget Services team worked closely with school leadership on budget development and individualized support.

(7) Principals submitted school budgets to the Office of Finance on March 21, 2018. Regional teams met again on March 23, 2018, to gather feedback from school leaders on resource and staffing needs.

(8) School Engagement Councils have until April 13, 2018, to provide budget feedback to help inform the Superintendent's proposed FY19 budget.

(9) April meetings will be conducted with the Superintendent and the MPS Chief Officers to identify the resource needs of school leadership and strategies for closing the budget gap.

(10) Upcoming activities regarding the proposed FY19 budget and key dates are as follows (subject to change).

April 25, 2018 .....FY19 Proposed Budget Books and flash drives are provided to the Board
April 27, 2018 .....Superintendent's proposed FY19 budget is released online
May 3, 2018 .....Strategic Planning and Budget Committee (SPB) meets and take public testimony on the proposed FY19 budget
May 9, 2018 .....Proposed budget and notice of the statutory public hearing is published in newspaper; parent companion guide and budget overview presentation is released
May 15, 2018 .....Strategic Planning and Budget Committee (SPB) reviews the proposed FY19 budget, hears public testimony, and considers proposed amendments and proposed budget
May 17, 2018 .....Statutory public hearing on proposed FY19 budget
May 29, 2018 .....Board meeting to consider any proposed amendments and the Superintendent's 2018-2019 Proposed Budget

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.

Committee's Recommendation

Your Committee recommends that the Board accept the report on FY19 Strategic Planning and Budget Development.

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

* * * * *

(Item 3) Report with Possible Action on Long-Range Facilities Master Plan

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

Background

Milwaukee Public Schools currently manages approximately 17.3 million square feet of facilities at 206 sites consisting of 142 school buildings, eight support buildings, 41 recreational sites, four stadiums, and 11 vacant buildings, comprising 1,271 acres of real estate. In June 2017, MPS initiated a process to develop

a Long-Range Facilities Master Plan by issuing a request for proposal to hire an outside firm to assist the District with the process of developing an updated facilities master plan.

On September 28, 2017, the Board approved the professional service contract with MGT of America Consulting, LLC, (MGT) to begin the process of developing a new Long-Range Facilities Master Plan. This plan provides an indepth review of how MPS buildings support the learning environment and identifies opportunities to further the work toward advancing the District's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for MGT included site visits to every school to review and rate the condition of the building's infrastructure and the educational adequacy of all learning spaces. The review took into consideration many factors, including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, and equity with a focus on neighborhood characteristics such as income, poverty, crime, and minority population.

The analysis included input from stakeholders, including students, teachers, parents, district partners, and community members. Input was obtained through an online survey that resulted in feedback from over 8,200 participants. In addition to the survey, eight large-scale community-engagement sessions were held in order to gather additional stakeholder input. The large-scale community-engagement sessions comprised a series of meetings. The first series of community-engagement meetings took place in November 2017 at South Division High School, Bay View High School, Hopkins Lloyd Community School, and James Madison Academic Campus. The second series of community-engagement meetings were held in January 2018 at Obama School of Career & Technical Education, Milwaukee School of Languages, Riverside University High School, and Audubon High School. MGT interacted with participants at each of the meetings by explaining the goals of the Long-Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis also included data-gathering sessions and review meetings with key individuals from all departments within the District to allow MGT to obtain and validate the information needed for a complete analysis in order to develop the Long-Range Facilities Master Plan. The information attached to the minutes of your Committee's meeting provides more details on educational suitability, technology readiness, and building conditions for all schools, along with a review of district enrollment and capacity. The information also includes an actionable plan to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan, which focuses on identifying additional programming, instructional, and partnership opportunities, provides recommendations for investment or divestment of current building inventory to maximize the use of resources.

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 5.01, Facilities

* * * * *

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 April 2018 meeting.

REGULAR ITEMS OF BUSINESS

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, Waiver of Administrative Policies 6.23(4)(c) and 6.37(5), and Approval of Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

(2)(r)	Trinette Green	Assistant Principal III, Hamilton HS Office of the Chief of School Administration	Schedule 03, Range 12C $81,657

Recommended LTE Contracts

The Superintendent 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), and requests a waiver of Administrative Policies 6.23(4) (c) and 6.37(5) for those contracts exceeding one year.

(5)(r)	Mary Esser	School Psychologist Office of the Chief of Academics 4/2/18 to 6/15/18	$50.00
6)(r)	Kathleen Krug	Project AWARE Office of the Chief of Academics 3/6/18 to 9/6/18	$40.00
(5)(r)	Debra Ortiz	CTE Special Projects – Civil Rights Compliance Project Office of the Chief of Academics 2/5/18 to 8/1/18	$40.00
(5)(r)	Margaret Peters	School Social Worker Office of the Chief of Academics 2/5/18 to 6/15/18	$40.00
(6)(nr)	Tahany Azzab	Smart Spaces Online Instructor Office of the Chief of Academics 2/1/18 to 7/30/18	$31.00
(5)(nr)	Mary Lynn Donaldson	Smart Spaces Instructor Office of the Chief of Academics 1/15/18 to 6/29/18	$31.00
(6)(nr)	Angela Gorske	Smart Spaces Online Instructor Office of the Chief of Academics 2/1/18 to 7/30/18	$31.00
(5)(r)	Jennifer Henze	Smart Spaces Online Instructor Office of the Chief of Academics 2/1/18 to 7/30/18	$31.00
(2)(r)	Payton Anderson	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Cheryl Buckhanan	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(4)(r)	Julia Carrillo	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(3)(r)	Yolanda Estante	Music Teacher - Stuart Office of the Chief of School Administration 1/3/18 to 6/30/18	$30.00
(2)(r)	Dyonna Ferguson	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00

(5)(r)	Dale Garman	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Johnell Graham	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Mary Ann Hall	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Karen Hampton	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Joyce Hopson	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Christopher Levy	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Gloria McGee	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(5)(r)	Julia Nokovic	Transition Coordinator Office of the Chief of Academics 3/5/18 to 6/15/18	$30.00
(4)(r)	Lourdes Ocampo-Lewis	Project AWARE Office of the Chief of Academics 3/2518 to 9/24/18	$30.00
(2)(r)	Rosalind Owens	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Nobie Reed	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Valerie Rivas	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	LaVonda Stewart-Whitley	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant Office of the Chief of Academics 3/1/18 to 6/30/18	$30.00
(2)(r)	Nadine Williams	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(2)(r)	Ouida Williams	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(5)(r)	John Zablocki	Induction Specialist Office of the Chief of Innovation & Information 1/30/18 to 6/08/18	$30.00
(4)(r)	Julia Carrillo	Regional Attendance Support Liaison Office of the Chief of Staff 1/3/18 to 6/08/18	$30.00
(5)(r)	Erin Dentice	Agriculture Program Coordinator Office of the Chief of School Administration 3/1/18 to 9/1/18	$28.25
(2)(r)	Carl Greer	Smart Spaces Program Classroom Facilitator Office of the Chief of Academics 1/15/18 to 6/20/18	$25.00

(2)(r)	Jacqueline Davis	Human Resources Assistant - Benefits Office of the Chief of Human Resources 2/1/18 to 8/1/18	$23.54
(2)(r)	Althea Matlock	Floating Manager Office of the Chief of Operations 2/15/18 to 8/15/18	$18.50

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

Superintendent's Recommendation

The Superintendent recommends that the Board:

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

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

Ayes —Directors Báez, Bonds, Falk, Miller, Phillips, Woodward, and President Sain — 7.
Temporarily Absent — Director Harris — 1.
Abstain — Voss — 1.
Noes — 0.

* * * * *

(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

Certificated Appointments: Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Alfonzo, Diana Special Ed Multicategorical	B	$52,047.04	3/14/2018
5,r	Annaromao, Nancy Multicategorical Comp Sen	B	$59,746.38	3/12/2018
5,r	Butterbrodt, Matt Gen Elem & K8 — All Grades	B	$42,483.27	3/6/2018
5,nr	Churchill, Cari Multicategorical Comp Sen	B	$42,483.27	3/14/2018
2,r	Currin, Darsha Reg (5 YR) Kindergarten	B	$41,476.56	3/5/2018
5,nr	Fannin, Chris Day to Day Teacher	B	$41,476.56	3/12/2018
5,nr	Fisher, Jaylyn Gen Elem & K8 — All Grades	B	$41,476.56	2/27/2018
5,r	Johnson, Laura Gen Elem & K8 — All Grades	B	$41,476.56	4/2/2018

Codes	Name and Position	Division	Salary	Date
5,nr	Kerber, Cassandra Reading	B	$48,503.41	3/19/2018
5,nr	Nader, Christina SAGE	B	$41,476.56	4/2/2018
4,nr	Perez, Yomara English as a Second Language	C	$50,114.15	3/5/2018
5,nr	Schneider, Derek Gen Elem & K8 — All Grades	B	$43,389.31	3/19/2018
3,r	Thao, Thomas Special Ed Multicategorical	C	$46,000.00	3/8/2018
5,r	Yunker, Michael English as a Second Language	B	$41,476.56	3/5/2018
5,nr	Zachwieja, Lauren AMP HPE	B	$41,476.56	2/20/2018

Certificated Appointments: Teachers — IB Calendar

Codes	Name and Position	Division	Salary	Date
5,nr	Cramer, Mallory Gen Elem & K8 — All Grades	B	$59,746.38	4/2/2018
5,r	Frankovis, Annie Mathematics	C	$53,335.00	2/26/2018
2,nr	McCray, Antonio Health & Phy Ed	C	$62,746.38	3/19/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Date
6,r	Feliciano, Johnny Early Childhood — Special Ed	B	$41,476.56	2/16/2018
4,r	Jimenez, Harazet Special Ed Multicategorical	B	$41,476.56	2/22/2018
4,r	Marcial Resto, Eva Multicategorical Comp Sen	B	$41,476.56	2/15/2018

Certificated Appointments: Permit Teachers — IB Calendar

Codes	Name and Position	Division	Salary	Date
5,r	Belisle, Drew Mathematics	B	$41,476.56	2/20/2018
6,r	Hayes, Osceria Multicategorical Comp Sen	B	$41,476.56	2/20/2018
2,r	Howard, Tonisha Multicategorical Comp Sen	B	$41,476.56	2/20/2018

Certificated Appointments: Social Worker — IB Calendar

Codes	Name and Position	Division	Salary	Date
5,nr	Peters, Kailyn School Social Work	2A	$52,236.08	2/21/2008

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents

(r) Residents
(1) Native American 0
(2) African American 3
(3) Asian/Oriental/Pacific Islander 1
(4) Hispanic 4
(5) White 15
(6) Other 2
(7) Two or More Ethnic Codes 0
Males 8
Females 17

Classified Personnel Transactions

Code	Name	Position and Salary	Date
		New Hires	
5	Diane Cohen	Accounting Assistant II $48,048.00	03/12/2018
2	Victoria Cole	Accounting Assistant II $36,193.77	03/12/2018
4	Manuel Andrade Ponce	Building Service Helper I $12.18 per hour	03/12/2018
2	Rickey Bivens	Building Service Helper I $12.18 per hour	03/12/2018
2	Jimmie Langston	Boiler Attendant Trainee $32,995.04	02/12/2018
4	Margarita Ramirez	Children's Health Assistant $17,235.14	03/07/2018
2	Jasmine Ward	Children's Health Assistant $17,235.14	03/05/2018
2	Gracie Allen	Food Service Assistant $11.91 per hour	03/08/2018
2	Joyce Applewhite Bey	Food Service Assistant $11.91 per hour	03/06/2018
2	Deidre Baker	Food Service Assistant $11.91 per hour	03/06/2018
2	Corvette Baldwin	Food Service Assistant $11.91 per hour	03/06/2018
2	Shaneika Battle	Food Service Assistant $11.91 per hour	03/08/2018
4	Mariana Bautista Landeta	Food Service Assistant $11.91 per hour	03/08/2018
2	Cheryl Carter	Food Service Assistant $11.91 per hour	03/06/2018
2	Latonya Davis	Food Service Assistant $11.91 per hour	03/08/2018
2	Kendra Gatson	Food Service Assistant $11.91 per hour	03/08/2018
2	Preston Golden	Food Service Assistant $11.91 per hour	03/08/2018
2	Sasha Gray	Food Service Assistant $11.91 per hour	03/06/2018
2	Treshawnna Harvey	Food Service Assistant $11.91 per hour	03/06/2018
2	Phyllis Howard	Food Service Assistant $11.91 per hour	03/06/2018
2	Latasha Jones	Food Service Assistant $11.91 per hour	03/08/2018
2	Jacqueline Kimbrough	Food Service Assistant $11.91 per hour	03/06/2018
2	Arica Lewis	Food Service Assistant $11.91 per hour	03/06/2018

Code	Name	Position and Salary	Date
5	Kylee Marema	Food Service Assistant $11.91 per hour	03/08/2018
2	Mary Mosby	Food Service Assistant $11.91 per hour	03/06/2018
2	Aquania Ramirez	Food Service Assistant $11.91 per hour	03/08/2018
2	Tiffany Rhodes	Food Service Assistant $11.91 per hour	03/08/2018
2	Breanna Tate	Food Service Assistant $11.91 per hour	03/08/2018
2	Lamar Williams	Food Service Assistant $11.91 per hour	03/08/2018
2	Latrice Barbee	Para Ed Assistant $18,315.98	03/21/2018
5	Aaron Biterman	Para Ed Assistant $18,315.98	02/20/2018
2	Angela Branch	Para Ed Assistant $18,315.98	03/05/2018
4	Janet Colon	Para Ed Assistant $18,315.98	03/19/2018
4	Nicole Colon	Para Ed Assistant $18,315.98	03/12/2018
4	Jean Cruz	Para Ed Assistant $18,315.98	02/14/2018
4	Dana Dorn	Para Ed Assistant $18,315.98	03/05/2018
2	Leterrica Fleming	Para Ed Assistant $18,315.98	03/14/2018
5	Sarah Frank	Para Ed Assistant $18,315.98	02/15/2018
2	Brandi Gales	Para Ed Assistant $18,315.98	03/14/2018
5	Micho Gruichich	Para Ed Assistant $18,315.98	02/27/2018
2	Rain Harris	Para Ed Assistant $18,315.98	03/05/2018
2	Sophia Hullum Martin	Para Ed Assistant $22,888.80	02/14/2018
2	Darice Ivory	Para Ed Assistant $18,315.98	02/19/2018
5	Erica Kramer	Para Ed Assistant $18,315.98	02/20/2018
2	Miguelina Berroa	Para Ed Assistant $18,315.98	02/26/2018
2	Sylvia Love	Para Ed Assistant $18,315.98	03/12/2018
5	Greta Malek	Para Ed Assistant $18,315.98	02/26/2018
2	Tajuanna McCaskill	Para Ed Assistant $18,315.98	03/19/2018
2	Warren McDuffie Sr	Para Ed Assistant $18,315.98	03/06/2018
4	Maria McNamer	Para Ed Assistant $18,315.98	02/27/2018
2	Sedrick Murphy	Para Ed Assistant $18,315.98	02/20/2018
2	Edward Pettis	Para Ed Assistant $19,231.00	03/05/2018
4	Lindsy Rivera	Para Ed Assistant $18,315.98	02/15/2018

Code	Name	Position and Salary	Date
2	Jamal Smith	Para Ed Assistant $18,315.98	03/13/2018
2	Rhaven Townsend	Para Ed Assistant $18,315.98	02/20/2018
2	Christopher Walton	Para Ed Assistant $18,315.98	02/26/2018
2	Dana Atkins	School Safety Assistant $22,729.00	03/07/2018
2	Adonnis Griffin	School Safety Assistant $22,729.00	03/07/2018
2	Teosha Jackson	School Safety Assistant $22,729.00	03/07/2018
4	Luis Lopez	School Safety Assistant $22,729.00	03/07/2018
2	Thearon Neal	School Safety Assistant $22,729.00	03/07/2018
4	Maria Montoya	Social Work Aide II $16,131.72	02/14/2018
		Promotions	
4	Brenda Saucedo	Accounting Assistant II $36,453.00	02/26/2018
2	Julius Brown	Boiler Attendant Trainee $32,995.04	03/05/2018
1	Pamela Prince	Boiler Attendant Trainee $32,995.04	03/05/2018
2	Precious Golden	Food Service Assistant $12.66 per hour	02/12/2018
5	Kendall Banaszynski	Laborer-Chargeman $30.40 per hour	02/26/2018
4	Juan Cruz Rodriguez	Para Ed Assistant $18,315.98	02/20/2018
2	Cassandra Fancher	Para Ed Assistant $18,315.98	02/15/2018
2	Cheresse Hughes	Para Ed Assistant $18,315.98	03/06/2018
5	Todd Lezala	School Safety Assistant $29,665.90	03/07/2018
2	Jerry Nash	School Safety Assistant $22,729.00	03/07/2018
4	Eliezer Garcia Cortes	School Engineer I $41,700.88	02/26/2018
5	Troy Helminak	School Engineer I $41,700.88	02/26/2018
4	Bridget Inostrosa	School Engineer I $41,700.88	02/26/2018
2	Kevin Jones	School Engineer I $46,958.34	02/26/2018
2	Clavell Martin	School Engineer I $41,700.88	02/26/2018
3	Allen Thao	School Engineer I $41,700.88	02/26/2018
2	Paris Turner	School Engineer I $41,700.88	02/26/2018
2	Roshendia Brister	School Engineer II $45,740.50	02/26/2018
2	Nealicia Thompson	School Engineer III $45,463.86	02/26/2018
2	Angel Saffold	School Kitchen Manager I $22,152.33	02/16/2018
2	Ashley Siggers	School Kitchen Manager I $20,424.14	02/15/2018

Code	Name	Position and Salary	Date
2	Kimberly Howell	School Kitchen Manager II $22,364.42	02/13/2018
2	Loreena Newell	School Kitchen Manager Trainee $12.70 per hour	02/20/2018
		Rehires	
2	Patricia Powell	Children's Health Assistant $17,235.11	02/27/2018
2	Georgia Williams	Children's Health Assistant $17,235.11	03/06/2018
2	Tina Goodman	Food Service Assistant $11.91 per hour	03/06/2018
2	Mona Laura	Food Service Assistant $11.91 per hour	03/06/2018
2	Maureen Wells	Food Service Assistant $11.91 per hour	02/20/2018
5	Sheila Tamboli	Groundskeeper - Seasonal $16.14 per hour	03/19/2018
5	Michelle Perry	Interpreter $35,343.00	02/13/2018
5	Danielle Kowalski	Para Ed Assistant $18,315.98	02/13/2018
5	Liam Arnold	Steamfitter Registered Apprentice $21.63 per hour	02/21/2018

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, March 2018		
Clive Coke	MacDowell	03/07/2018
Yahaira Roman	Riverside	03/08/2018
Personal Leave, August 2018		
Megan Costello	Franklin	08/27/2018
Rebecca Milaeger	Howard	08/27/2018
Natascha Nill	Milw. School of Languages	08/06/2018
Illness Leave, February 2018		
David Ingvoldstad	Starms Elementary	02/07/2018
Kelly James	Grantosa	02/15/2018
Sarah A. Cook	Obama S.C.T.E.	02/28/2018
Gloria Loeding	Maple Tree	02/12/2018
Miriam Tangle	Central Services Bldg.	02/28/2018
Amy Skrbin	Maple Tree	02/22/2018
Dorothy Hancock	Hamilton	02/07/2018
Illness Leave, March 2018		
Trinicha Hussain	King Elementary	03/14/2018
Jeoffrey Shropshire	Sherman	03/21/2018
Illness Leave, April 2018		
Eboness Briant	Central Services Building	04/18/2018

Certificated Resignations and Retirements

Reason	Yrs of Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	8.5	5	Anne Baka	Teacher	Congress	05/22/2018
Personal	0.6	5	Madeline Bartot	Teacher	Rogers Street Acad	06/12/2018
Personal	2.6	5	TJ Bongiorno	Teacher	Riverside	07/01/2018
Retire	18.2	2	Jesse Brown	AP	WCLL	02/02/2018
Personal	0.7	5	Cheri Cetnarowski	Teacher	Webster	03/13/2018
Other Work	4.6	5	Sean Clark	Teacher	Parkview	03/02/2018
Personal	3.4	5	Rheanna Davis	Social Wrkr	Central Services	06/13/2018
Personal	0.1	4	Alex Elenteny	Teacher	Green Bay Ave	02/27/2018

Reason	Yrs of Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	2.4	5	Brett Equals	Teacher	HS of the Arts	01/23/2018
Other Work	11.5	5	Ronald Fintak	Teacher	Parkview	02/23/2018
Personal	2.6	5	Taylor Freytag	Teacher	Bryant	06/12/2018
Personal	1.1	5	Zachary Fritz	Teacher	Hawley	06/13/2018
Retire	33.0	5	Jennifer Guenther	Supervisor	Central Services	06/29/2018
Retire	16.5	5	Pamela Gustafson	Teacher	IDEAL	06/12/2018
Other Work	22.5	5	Aimee Harris	Teacher	Pulaski	03/16/2018
Other Work	3.1	5	Kelly Heipel	Teacher	Meir	05/22/2018
Personal	2.0	5	Alexis Hillbeck	Teacher	Milw Sign Lang	06/12/2018
Retire	38.1	5	Amy Hufnal	Teacher	Marshall	05/22/2018
Personal	4.9	5	Sarah Jansky	Teacher	81st Street	06/14/2018
Retire	24.2	5	Katherine Katter	Teacher	Meir	05/22/2018
Personal	15.5	5	Susan Kirby Osborne	Teacher	Grantosa	02/27/2018
Personal	31.3	5	Thomas Kuenning	Teacher	Morse	02/15/2018
Other Work	16.6	5	Lisa Lisiecki	Teacher	MSL	06/15/2018
Personal	0.1	4	Reinaldo Lopez	Teacher	Meir	02/20/2018
Retire	26.0	5	Jeanne Ludwig	Teacher	Riley	04/13/2018
Retire	2.6	5	Barbara Lutsky	Teacher	Hopkins Lloyd	06/12/2018
Personal	2.7	5	Timothy Mankiewicz	Teacher	Riverside	05/22/2018
Other Work	1.6	5	Melissa McDonald	Teacher	Hawthorne	06/12/2018
Personal	1.6	5	Emily Merisab	Teacher	Maple Tree	02/06/2018
Retire	29.0	5	Jeffrey Molter	Manager II	Central Services	06/29/2018
Personal	2.1	2	Altamese Moore	Teacher	Lancaster	02/23/2018
Personal	15.6	5	Robert Nusbaum	Teacher	Fratney	06/12/2018
Personal	0.8	5	Natalie O'Connor	Teacher	Meir	05/22/2018
Personal	0.5	5	Quinn Oteman	Teacher	Franklin	02/01/2018
Retire	33.0	2	Ronnie Polk	Social Worker	Central Services	05/24/2018
Personal	1.6	4	Michelle Ramirez	Teacher	South Division	05/23/2018
Other Work	2.8	4	Orlando Ramos	Principal	South Division	03/08/2018
Retire	3.6	4	Elsie Rivera	Teacher	Doerfler	06/14/2018
Personal	8.6	5	Annette Robertson	Teacher	Victory	06/12/2018
Personal	10.5	5	Andrea Roeder	Teacher	Lincoln Ave	06/12/2018
Other Work	1.6	5	Christina Schaak	Teacher	Hamilton	05/22/2018
Other Work	5.2	5	John Schmierer	Teacher	Central Services	02/05/2018
Retire	10.0	5	Sally Schumacher	Principal	Whitman	06/23/2018
Personal	3.7	5	Kelsey Schweitzer	Psych	Metcalfe	05/24/2018
Personal	3.7	5	Crystal Silkwood	Teacher	Central Services	05/22/2018
Retire	30.0	2	Marjorie Smith	Teacher	Bryant	06/12/2018
Personal	1.6	5	Matthew Smith	Teacher	Morgandale	06/12/2018
Retire	18.7	5	Patrice Sonnenberg	Teacher	Cooper	06/12/2018
Retire	16.2	5	William Stone	Teacher	Parkside	06/12/2018
Personal	4.5	5	April Stracener	Teacher	Carver	06/12/2018
Personal	2.0	3	Lenaya Thomas	Teacher	Kilbourn	06/12/2018
Retire	18.0	5	Laura Weiskopf	Teacher	Central Services	05/22/2018
Retire	23.2	5	Dale Weiss	Teacher	Fratney	06/12/2018
Personal	0.1	5	Emily Widen	Teacher	Central Services	02/06/2018
Personal	1.6	5	Erin Wood	Teacher	HS of the Arts	05/22/2018
Personal	4.6	5	Heidi Wylie	Teacher	Reagan HS	06/01/2018
Personal	8.5	5	Sonya Yusuf	Teacher	Craig	02/06/2018
Classified Retirements						
Retire	41.5	5	Mary Eul	Secretary I	Clarke Street	03/02/2018
Retire	24.3	5	Linda Kartye	Analyst I	Central Services	03/26/2018
Retire	18.9	3	Tien Le	Para	Central Services	03/01/2018
Retire	23.5	2	Linda Lee	CHA	Bethune	03/05/2018
Retire	24.3	5	Barbara Mack	Secretary I	Vincent	03/23/2018
Retire	6.6	4	Rosemary Oliveria	Specialist I	Central Services	02/16/2018

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for March 2018 has been provided under separate cover. This is an informational report, and no action is required.

Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as presented above, to be effective upon approval by the Board.

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

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

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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

RFB 5741 Authorization to Extend a Blanket Agreement with Speranza, Inc., for Interactive Touch Flat Panels and Stands

The Administration is seeking authorization to extend the blanket agreement with Sperancza to provide interactive touch flat panels and stands.

This vendor was chosen pursuant to RFB 5741. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. Speranza has met the performance metrics codified in the contract; therefore, MPS is exercising the final option year for the contract.

This final extension will run from June 1, 2018, through May 31, 2019. The total cost of the blanket agreement in this extension year will not exceed $1,500,000.

Budget Code: Varies by location ordering goods $1,500,000

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

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide Cisco switches, routers, wireless access points (WAPs), transceivers, and interface cards. These items will provide the network infrastructure necessary for the new telephone-system-replacement project, support the expansion and opening of new school buildings, and add network capacity, as needed, in our schools and datacenters. This equipment is critical as it will ensure that our students always have access to robust network resources.

This vendor was chosen pursuant to RFB 5758. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. 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 June 1, 2018, through May 31, 2019. The total cost of blanket agreement in this extension year will not exceed $968,494.

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

Donations

Location	Donor	Amount	Gift or Purpose
Non-Monetary Donations Over $5,000			
Facilities and Maintenance Services	Port Washington High School	$15,000.00	Student and Teacher Desks
	Total Non-Monetary Donations Over $5,000	*$15,000.00*	
Monetary Donations			
Allen-Field School	Making Sense of Science (MSS)	$1,500.00	Science Supplies
Alliance High School	Stefanovich Insurance Agency	$200.00	General School Supplies
Bradley Trade & Tech	William and Vilma Bivens	$400.00	Scholarship Donation
Burdick School	Cornerstone Tattoo, Julio Avila	$2,300.00	General School Supplies
Congress School	Making Sense of Science (MSS)	$600.00	Science Supplies
Congress School	Hattie Brown	$20.00	General School Supplies
Curtin School	Cicis Pizza	$60.77	PBIS Incentives
Elm Creative Arts School	Deana Deberry	$5.00	PBIS Incentives
Elm Creative Arts School	Maggie Palutsis	$20.00	PBIS Incentives
Elm Creative Arts School	Sylvia Traylor	$20.00	PBIS Incentives
Elm Creative Arts School	Alisha Jones	$20.00	PBIS Incentives
Elm Creative Arts School	Michelle Stiefferman	$10.00	PBIS Incentives
Elm Creative Arts School	Theresa Kroll	$80.00	PBIS Incentives
Elm Creative Arts School	Hannah Cirignani	$20.00	PBIS Incentives
Elm Creative Arts School	Lakaya Rogers	$20.00	PBIS Incentives
Elm Creative Arts School	Carl E. Sloan	$30.00	PBIS Incentives
Fairview School	Making Sense of Science (MSS)	$600.00	Science Supplies
Garland School	Making Sense of Science (MSS)	$1,000.00	Science Supplies
German Immersion School	YourCause, LLC*	$8.00	General School Supplies
Green Bay Avenue School	Target, Inc.	$700.00	Target Field Trip Grants
Gwen T. Jackson School	Sheila Kimbrough	$25.00	General School Supplies
James Groppi High School	Donte Well	$1,000.00	General School Supplies
Kagel School	Target, Inc.	$1,000.00	Target Field Trip Grants
Keefe Avenue School	St. Mark AME Church	$300.00	PBIS Incentives
King High School	Northwestern Mutual	$250.00	General School Supplies
Kluge School	Donors Choose Anonymous	$103.00	General School Supplies
LaFollette School	Jaime Schroeder	$50.00	Bus Field Trip
Lincoln Avenue School	Target, Inc.	$700.00	Target Field Trip Grants
Lloyd Barbee Montessori	Target, Inc.*	$700.00	Target Field Trip Grants
Lloyd Barbee Montessori	Black Arts	$2,001.62	Art Donation
Milw. Sign Language School	Action for Healthy Kids	$175.00	General School Supplies
North Division High School	NDHS Class Of 1977	$150.00	Drumline Supplies
Riverside High School	La Causa, Inc.	$175.00	Graduation Fees
Riverside High School	Fresh Coast Basketball Classic	$250.00	Band and Orchestra Supplies
Ronald Reagan High School	Peggy Grafwallner	$100.00	Debate Donation
Ronald Reagan High School	Victory K-8	$125.00	DJ Club Donation
Ronald Reagan High School	Cooper Elementary PTO	$25.00	Music Supplies
Ronald Reagan High School	Cooper Elementary PTO	$25.00	Music Supplies
Ronald Reagan High School	Daniel and Beth Bychinski	$50.00	Baseball Supplies
Ronald Reagan High School	Carol Golke	$50.00	Baseball Supplies
South Division High School	Christina Balistreri	$10.00	Scholarship Supplies
South Division High School	Yvette Jacquet	$25.00	Scholarship Supplies
South Division High School	Jeanette Dejesus	$25.00	Scholarship Supplies
Starms Early Childhood School	Rocky Rococo Restaurants	$56.65	General School Supplies
Trowbridge School	Dean Fitzgerald	$250.00	General School Supplies
Vieau School	Making Sense of Science (MSS)	$1,000.00	Science Supplies
Vieau School	American Axle and Manufacturing	$350.00	Volleyball Donation
	Total Monetary Donations	$16,585.04	

Location	Donor	Amount	Gift or Purpose
Non-Monetary Donations			
Bradley Trade & Tech	Donors Choose	$979.52	General School Supplies
Bradley Trade & Tech	Donors Choose	$557.44	General School Supplies
Clarke Street School	Larry Volker	$200.00	National Geographic Magazines
Elm Creative Arts School	Compassionate Personal Care Services, LLC	$175.00	Black Panther Movie and Bus
German Immersion School	Milwaukee Bucks	$1,870.00	Game Tickets
Grant School	Donors Choose	$354.94	General School Supplies for ESL
Keefe Avenue School	Donors Choose	$378.98	General School Supplies
Lloyd Barbee Montessori	Linda's Kids Inc.	$150.00	Clothing
Lloyd Barbee Montessori	Linda's Kids Inc.	$45.00	Books, Bracelets and Key Chains
Lowell School	Donors Choose	$895.13	General School Supplies
Meir School	Mindy Moon	$165.00	Headphones and Yoga Ball
Meir School	Donors Choose	$270.00	Band Supplies
Milw. Sign Language School	Donors Choose	$613.78	Books
North Division High School	Milwaukee Bucks	$400.00	Game Tickets
North Division High School	Milwaukee Bucks	$330.00	Game Tickets
North Division High School	Milwaukee Bucks	$370.00	Game Tickets
North Division High School	Milwaukee Bucks	$1,715.00	Game Tickets
Ronald Reagan High School	Pitch In for Baseball and Softball	$150.00	Athletics Supplies
Sherman School	Linda A. Gianni	$43.00	Clothes
Trowbridge School	Donors Choose	$345.45	General School Supplies
Zablocki School	Mark Ritchey	$100.00	Computer Bags
	Total Non-Monetary Donations	*$10,108.24*	
Total Value of Donations for April 2018		$41,693.28	
*Donations from MPS Alumni		$708.00	

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. Please note that the monthly report on contracts with a value under $50,000 and cumulative total report includes information that was not reported last month.

These are informational reports, and no action is required.

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 attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board:

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

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

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

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

RFP 973 Authorization to Enter into Contracts with Nine Contractors for Transportation Services

The Administration is requesting authorization to enter into contracts with the following contractors for regular school-day transportation services for the following not-to-exceed amounts:

• Dairyland Buses, Inc.	$ 9,600,000
• Durham School Services, LP	$ 5,400,000
• First Student, Inc.	$ 3,300,000
• Johnson School Bus Service, Inc.	$ 500,000
• Lakeside Buses of Wisconsin, Inc.	$ 10,200,000
• Lamers Bus Lines, Inc.	$ 6,000,000
• North American Central School Bus Intermediate Holding Company and Subs, LLC	$ 5,100,000
• Riteway Bus Service, Inc.	$ 10,650,000
• Specialized Care Transport, Inc.	$ 2,300,000
Total not-to-exceed amount	$ 53,050,000

These contractors were all chosen pursuant to RFP 973, which closed on February 13, 2018. The contracts will run from July 1, 2018, through June 30, 2019, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The total cost of the contracts will not exceed $53,050,000 in the Initial Term.

The above contracts will be funded from the following budget codes:

• AST-0-0-TRS-DW-EPPT	$ 350,600
• HLT-0-0-TRS-DW-EPPT	$ 971,786
• KMT-0-0-TRS-DW-EPPT	$ 62,000
• MDK-0-0-TRS-DW-EPPT	$ 317,120
• PMO-0-0-TRS-DW-EPPT	$ 147,400
• RTS-0-0-TRS-DW-EPPT	$ 30,022,000
• RTS-0-0-TRS-DW-EVSPFPUB	$ 488,134
• RWT-0-0-TRS-DW-EPPT	$ 16,101,820
• SM1-0-0-TRS-DW-EPPT	$ 3,132,000
• SMT-0-0-TRS-DW-EPPT	$ 404,600
• TED-0-0-TRS-DW-EPPT	$ 1,052,540

Dairyland Buses, Inc.

Prime Contractor Information

Certified HUB Vendor?	No
Total # of Employees	169
Total # of Minorities	163
Total # of Women	127

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

Durham School Services, LP
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees ..... 20,500+
Total # of Minorities ..... 8,500+
Total # of Women ..... 13,500+

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

First Student, Inc.
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 50,500
Total # of Minorities 119
Total # of Women 89

HUB Participation
Required 5%
Proposed 5.9%
$ Value $500,000

Student Engagement (hours per 12-month Contract)
Paid Student-employment-Hour Commitment 300
Student Career-awareness Commitment 10

Johnson School Bus Service, Inc.
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 56
Total # of Minorities 12
Total # of Women 18

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

Lakeside Buses of Wisconsin, Inc.
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 387
Total # of Minorities 356
Total # of Women 241

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

Lamers Bus Lines, Inc.
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 10

North American Central School Bus Intermediate Holding Company and Subs, LLC
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 3,627
Total # of Minorities 1,516
Total # of Women 2,148

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

Riteway Bus Service, Inc.
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 10

Specialized Care Transit, Inc.
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 40
Total # of Minorities 33
Total # of Women 23

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

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RFP 929 Authorization to Extend Contracts with Three Contractors for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to extend contracts with Pearson Education, Inc.; NCS Pearson, Inc.; and 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. These contracts will help MPS provide interventions in the below mentioned areas for the first time and will help provide a different intervention for students who do not successfully respond to their initial interventions.

The interventions will support:

- written English expression (language and physical mechanics of writing) for students in need of both support and acceleration in grades 4 through 12 (NCS Pearson, Inc.);
- English reading comprehension for students in grades K5 through 3 (Achieve 3000, Inc.), and English-language learners for language acquisition for students in grades 3 through 12 (Pearson Education, Inc.).

These contractors were chosen pursuant to RFP 929. Each original contract provided for two one-year options to extend if certain performance metrics were met. Each contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the first option year for the contracts.

These contract extensions will each run from May 1, 2018, through April 30, 2019. The total cost of the contract with Pearson Education, Inc., in this extension year will not exceed $210,000. The total cost of the contract with NCS Pearson, Inc., in this extension year will not exceed $149,625. The total cost of the contract with Achieve 3000, Inc., in this extension year will not exceed $174,000.

Budget Codes:
OSC-0-S-1F8-RH-ECTS (Interventions — Contracted Services) ..... $ 210,000
SYS-0-0-AMT-RH-ECTS (Assessments — Contracted Services) ..... $ 250,566.21
SYS-0-0-INR-RH-ECTS (Interventions — Contracted Services) ..... $ 73,058.79

Pearson Education, 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

NCS Pearson, 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

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

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RFP 907 Authorization to Extend a Contract with Dunbar Armored, Inc. for Armored Car Services

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

Dunbar was chosen pursuant to RFP 907. The original contract provided for two one-year options to extend if certain performance metrics were met. Dunbar has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This 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 $65,000.

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

Dunbar Armored, Inc.
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month Contract)
Paid Student-employment-Hour Commitment 0
Student Career-awareness Commitment.....0

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RFP 918 Authorization to Extend a Contract with A C.H. Coakley & Co. Inc., for Moving Services.

The Administration is requesting authorization to extend the contract with A C.H. Coakley & Co., Inc., d/b/a C.H. Coakley & Company, ("Coakley") to provide moving services to the Department of Technology. Coakley is used on a routine basis to deliver computers and other electronic equipment to schools as well as to pick up obsolete equipment at schools and deliver to the 7th Street Warehouse facility for recycling.

Contractor was chosen pursuant to RFP 918. The original contract provided for two one-year options to extend if certain performance metrics were met. Coakley has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This 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 $105,000.

Budget Code: TSV-0-0-TLN-DW-EMTC (Maintenance Contracts — Tech Services) $105,000

A C.H. Coakley & Co., Inc.
HUB Participation
Required..... 35%
Proposed 35%
$ Value.....N/A

Student Engagement (hours per 12-month Contract)
Paid Student-employment-Hour Commitment 0
Student Career-awareness Commitment.....10

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RFP 893 Authorization to Extend a Contract with Edgenuity, Inc. for Online Credited Courses

The Administration is requesting authorization to extend a contract with Edgenuity, Inc., to provide a hosted, licensed, and online curriculum-and-learning-management system for remediation and acceleration of online credited or accredited courses for students in the 6th through 12th grades.

This contractor was chosen pursuant to RFP 893. The original contract provided for two one-year options to extend if certain performance metrics were met. Edgenuity, Inc., has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This contract extension will run from July 1, 2018, through June 30, 2019. The total cost of the contract in this extension term will not exceed $350,000.

Budget Code GSP-0-S-SRT-DW -ECTS (Credit Recovery — Contract Services).....$350,000

Edgenuity, Inc.
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month Contract)
Paid Student-employment-Hour Commitment 200
Student Career-awareness Commitment.....10

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RFP 950 Authorization to Extend a Contract with Houghton Mifflin Harcourt Publishing Company for a Universal Screener for Gifted and Talented Students

The Administration is requesting authorization to extend a contract with Houghton Mifflin Harcourt Publishing Company ("HMH") for a universal screener for gifted and talented students. HMH will deliver the CogAT screener to identify gifted and talented students in second grade within the District.

CogAT assesses students' verbal, quantitative, and nonverbal reasoning abilities. By measuring three separate cognitive domains, the screener provides a broad perspective that other instruments would miss. All second-grade students in MPS will be assessed through the use of the CogAT 7 Screening Form during the first semester; other students will be assessed on an as-needed basis. A select group of students identified in the seventh-ninth stanine will be given the remaining assessments in the full form of CogAT to identify giftedness in the areas of verbal, nonverbal, and quantitative reasoning. While MPS will be using this tool to determine eligibility into accelerated programs, it can also be used to guide instruction for all students.

HMH was chosen pursuant to RFP 950. The original contract provided for two one-year options to extend if certain performance metrics were met. HMH 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 August 1, 2018, through July 31, 2019. The total cost of the contract in this extension year will not exceed $ 50,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment — Contract Services).....$50,000

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 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 provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts or extensions will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the professional services contracts and extensions as set forth in the attachments provided under separate cover.

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

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

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(Item 5) 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:

Exception Authorization to Contract with Board of Regents of the University of Wisconsin System for Grant-evaluation Services

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System on behalf of Wisconsin Center for Educational Research (WCER) for grant-evaluation services. WCER will be used to provide and conduct a mixed-method evaluation to the MPS

Department of Curriculum & Instruction, featuring both qualitative and quantitative analyses by evaluators from the Wisconsin Evaluation Collaborative (WER) within the WCER.

WCER is required to be used for these services by the Jacob K. Javit's Gifted and Talented Students Education Program grant. The evaluation will be led by Dr. Annalee Good with assistance from a team of evaluators with specific expertise in evaluating advanced learning initiatives as well as best practices in programmatic implementation. The team will provide both formative and summative feedback to the programming team, with the ultimate priority of improving the implementation and impact of the initiative.

The contract will run from May 1, 2018, through April 30, 2019, (the "Initial Term") with two additional one-year options to extend by mutual consent.

The total cost of the contract in the Initial Term will not exceed $63.000.

Budget Code: GAT-P-S-2R8-CI-ECTS (Contracted Services) $63,000

Board of Regents of the University of Wisconsin System
HUB Participation
Required..... 0%
Proposed .....N/A
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student-employment-hour Commitment 100
Student Career-awareness Commitment.....10

• • •

Exception Authorization to Contract with Clearwing Productions, Inc., for Audio/Visual Services at the All City Arts Festival

The Administration is requesting authorization to enter into a contract with Clearwing Productions, Inc., for audio/visual services at the Summerfest grounds for the MPS All City Arts Festival taking place May 8 through 11, 2018. Contractor is the exclusive vendor for A/V equipment and services at the Summerfest grounds, the venue of the festival.

Building on the success of the Biennial Music Festival, the MPS All City Arts Festival is now expanding to showcase all art forms offered in Milwaukee schools. This event will involve students from all regions at the elementary, middle-, and high-school levels, presenting music, culinary, dance, art, and theater performances.

This work is supported and enhanced by a number of partnerships among various public and private schools, artists, arts organizations, and the community. In its 47th year, the MPS All City Arts Festival will be the exciting finale to the Year of the Arts in Milwaukee Public Schools.

The contract will run from May 8, 2018, through May 11, 2018. The total cost of the contract will not exceed $56,625.

Budget Code: CCM-0-0-MFE-DW-ECTS (Contracted Services).....$56,625

Clearwing Productions, 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 College Entrance Examination Board for SpringBoard Professional Development

The Administration is requesting authorization to extend the contract with College Entrance Examination Board, d/b/a The College Board, ("College Board") to provide professional development for its Springboard curriculum product in addition to the continued implementation and expansion of SpringBoard and the Advanced Placement (AP) initiative in MPS. Springboard began in the spring of 2013 as an AP-expansion initiative in MPS. The student materials and teacher institutes and workshops provide skills, strategies, and materials needed to be successful in AP as either a student or teacher. Annually, the Administration has provided SpringBoard materials, workshops, and resources to approximately 120 teachers and 6,000 students. College Board is the only contractor authorized to offer professional development around Springboard.

For the 2018-2019 school year, continuing Springboard support will be provided to participating schools: Audubon Technology and Communication High School, Bay View High School, Golda Meir School, Alexander Hamilton High School, Hartford Avenue University School, Humboldt Park School, James Madison Academic Campus, Milwaukee School of Languages, Morse Middle School for the Gifted and Talented, Milwaukee Marshall High School, and Vincent High School. The Springboard program will be offered to all students in grades six through twelve at these participating schools in mathematics and English language arts. These schools will also receive expanded AP course offerings in the hope of increasing student success in these courses.

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

This contract extension will run from June 1, 2018, through May 31, 2019. The total cost of the contract in this extension year will not exceed $350,000.

Budget Code: ENG-0-I-SBD-CI-ECTS (Contracted Services) $150,000
MTH-0-I-SBD-CI-ECTS (Contracted Services).....$150,000
SDV-0-S-SBD-CI-ECTS (Contracted Services).....$50,000

College Entrance Examination Board d/b/a The College Board

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 Purchase Phonological-awareness Literacy Screening from Cooperative Educational Service Agency (CESA)

The Administration is requesting authorization to issue a purchase order to Cooperative Educational Service Agency 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 to continue using PALS or to select a different assessment of reading readiness.

The Administration, based on strong positive teacher feedback, has decided to continue to use PALS due to: its usefulness to inform instruction and for continuity purposes, as well as 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 the 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's 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 18,934 students at the rate of $7.25 per student. Over 1,000 licenses purchased in 2017-18 will be rolled over to the 2018-19 school year.

The total cost of this purchase will not exceed $137,271.50.

Budget Code: SYS-0-0-AMT-RH-ECTS (Contracted Services).....$137,271.50

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 Purchase Renewal Virtual Library Services Subscriptions from Various Vendors

The Administration is requesting authorization to issue purchase orders for one-year renewal subscriptions for district-wide virtual-library services. The current virtual-library databases offer continuity in the District's overall plan to invest in library staffing and technology and to 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 and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds. The Common School Fund provides 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. Onsite and online professional development is available to all MPS educators for all resources. Specific information about each renewal is outlined below. The total cost of these subscription services will not exceed $1,340,632.98.

Vendor	Product(s)	Subscription Period		Grades of Focus	Amount
		From	To		
Defined Learning	Defined STEM	July 31, 2018	July 31, 2019	K-12	$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	July 1, 2018	June 30, 2019	K4-12	$328,747.50
Flocabulary	Flocabulary	August 1, 2018	August 2, 2019	K4-12	$106,400.00
Cengage Learning	Biography in Context	June 30, 2018	June 29, 2019	7-12	$43,709.45
Knovation	netTrekker, Brain POP	Sept. 22, 2018	Sept. 21, 2019	K4-8	$253,856.73
OverDrive	Digital Library, eBooks, Video, and Audio	August 1, 2018	August 1, 2019	K-12	$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	August 1, 2018	July 31, 2019	6-12	$20,470.00
Proquest	Culture Grams Online	July 1, 2018	June 30, 2019	3-12	$53,600.00
Texthelp, Inc.	Read & Write Google/Snapverter	August 1, 2018	August 1, 2019	K4-12	$104,689.50
World Book Inc.	Digital Subscription	July 30, 2018	July 1, 2019	K4-12	$31,424.80

Vendor	Product(s)	Subscription Period		Grades of Focus	Amount
		From	To		
Xello {Career Cruising}	CCSpark	Oct. 1, 2018	Sept. 30, 2019	K-12	$49,875.00

Budget Code: SLB-0S-CSF-DW-ESWR (School Library — Non-Textbooks) $1,340,632.98

Various Vendors
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 or extensions will begin or purchase orders will be issued as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

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

Ayes —Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain —-7.
Noes — Director Woodward — 1.
Abstain — Director Miller — 1.

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(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e), Purchasing and Bidding Requirements, and to Extend a Contract with EdTech Strategies for E-Rate Consulting Services

Background

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

The E-Rate program is sponsored by the Federal Communications Commission to provide funding to schools and libraries to develop, to implement, and to maintain technological services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects

of the application process for E-Rate funding and the continuing obligations faced after funding is received. This consultation and advisement is needed to continue the District's successful participation in this program; from 2003 through 2017, MPS has received E-Rate funding commitments of over $77M.

Given the familiarity of the District's current consultant with MPS's internal processes and procedures regarding E-Rate, the Administration is requesting a waiver of the three-year term limit of Administrative Policy 3.09, Purchasing and Bidding Requirements, to extend the current contract for an additional one-year term, with the possibility of an additional one-year term thereafter. EdTech Strategies, LLC, has served as the District's consultant since 2010. The current contract results from a RFP issued in 2015 to test the marketplace. The Administration is asking to continue the current contract as there would be a significant learning curve — and concurrent risk to the District's E-Rate funding — if a change in consultants was made at this time. The Administration will issue a RFP in 2020.

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 compensation under this Contract, for theterm from October 1, 2018, through September 30, 2019, shall not exceed $282,460 (Budget Code TSV-0-0-TEC-TC-ECTS)

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 provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the waiver and extension as set forth in this item.

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

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

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(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e), Purchasing and Bidding Requirements, and to Extend a Contract with National Vision Administrators, LLC, for Vision Benefits

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend a contract with National Vision Administrators, LLC, (NVA) for vision

benefits. This six-month extension will allow a new vision contract to begin effective calendar year January 1, 2019, in order to align with the District's other benefit contracts which are effective on a calendar-year basis.

NVA was originally chosen pursuant to RFP 675-14. The resulting contract was approved by the Board for the term from July 1, 2014, through June 30, 2018 ("the Initial Term"). Rates were guaranteed for the Initial Term.

A new request for proposal for vision benefits for employees will be issued in the near future, and the resulting contract will be brought to the Board for approval.

This contract extension will run from July 1, 2018, through December 31, 2018. The original contract provides that, after the end of the Initial Term, the contract shall continue on a month-to-month basis unless 60 days' advance notice of cancellation is given. If the Board authorizes this extension, no additional contract needs to be executed, and services will continue. The Administration will provide timely notice to NVA to terminate services on December 31, 2018.

The total cost of the contract in this extension period will not exceed $425,000.

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

Budget Code: DWC-0-0-EMB-DW-EMDI $425,000

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 contract will continue as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver and extension as set forth in this item.

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

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

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(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e), Purchasing and Bidding Requirements, and to Extend Three Contracts for Specialized Needs Transportation Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and extend contracts with the following contractors for specialized needs transportation services: Dairyland Buses, Inc.; First Student, Inc.; and Lakeside Buses of Wisconsin, Inc.

These vendors were all chosen pursuant to RFP 879. The original contracts provided for two one-year options to extend, which have been exercised. The additional extension term is needed for two reasons:

1. to keep these specialty contracts separate from the regular school-day-busing contracts, as issuing these RFPs and finalizing the multitude of contracts resulting therefrom at the same time is overly burdensome; and
2. to ensure that adequate wheelchair and early childhood services are available for the FY18 summer session and FY19 school year.

The Administration anticipates issuing a RFP for these services in fall 2018.

Each contract extension will run from July 1, 2018, through June 30, 2019. The total cost of the contracts in this extension year will not exceed $7,361,200.

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

Dairyland Buses, Inc. $2,190,500
First Student, Inc. $3,740,200
Lakeside Buses of Wisconsin, Inc. $1,430,500

The preceding three contracts will be paid from the following budget codes:

TCS-0-0-TRS-DW-EPPT $830,400
RST-0-0-TRS-DW-EPPT $4,230,700
TPH-0-0-TRS-DW-EPPT $2,300,100

Dairyland Buses, Inc.

Prime Contractor Information

Certified HUB Vendor? .....No
Total # of Employees 165
Total # of Minorities 163
Total # of Women 125

HUB Participation

Required..... 5%
Proposed 5%
$ Value.....NG

Student Engagement (hours per 12-month contract)

Paid Student-employment-hour Commitment 300
Student Career-awareness Commitment.....10

First Student, Inc.
- Prime Contractor Information
  - Certified HUB Vendor? ..... No
  - Total # of Employees 61,000
  - Total # of Minorities 24,101
  - Total # of Women 30,195
- 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 10

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 ..... NG
- 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 provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver and extensions as set forth in this item.

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

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

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(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e), Purchasing and Bidding Requirements, and Enter into a Contract with Sysco Eastern Wisconsin LLC, for Prime Food Vendor

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to enter into a contract with Sysco Eastern Wisconsin LLC ("Sysco") for the delivery of food and supplies to Milwaukee Public Schools. This contractor will be responsible for ordering,

warehousing, delivering food and supplies, and providing information and services for the District's Department of Nutrition Services.

The contract allows the District to develop a working relationship with a prime vendor/distributor to provide a broad range of products and services through a single distribution system.

Contractor was chosen pursuant to RFP 968, which closed on March 2, 2018. The contract will run from July 1, 2018, through June 30, 2019 (the "Initial Term"). The Administration requests that the Board waive its maximum three-year contract policy and allow the District to enter into a five-year contract which consists of a one-year contract with the option to extend for four additional one-year periods if certain performance metrics incorporated into the contract are met. The contract extension is being requested due to the significant startup cost to the District.

The total cost of the contract in the Initial Term will not exceed $25 million dollars. Subsequent years are estimated to increase approximately 5% per year due to increasing food costs. If the one-year contract with the option to extend for four additional one-year periods is renewed annually, the total value of the contract over five years is estimated at $138 million dollars. The contract will be brought back to the Board annually for approval.

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

$25,000,000 is to be distributed across the following budget codes:

LNC-0-0-LNH-xx-EFOD	Food — Lunch
LNC-0-0-LNH-xx-EACR	Food Ala Carte/Catering — Lunch
LNC-0-0-LNH-xx-ESUP	Supplies-Consumable — Lunch
LNC-0-0-LNH-xx-ENCQ	Non-Capital Equipment — Lunch
LNC-0-0-LNH-xx-EFCM	Commodities (Federal) — Lunch
BKF-0-0-BKF-xx-EFOD	Food — Breakfast
BKF-0-0-BKF-xx-ESUP	Supplies-Consumable — Breakfast
BKF-0-0-BKF-xx-ENCQ	Non-Capital Equipment — Breakfast
SFS-0-0-SLN-xx-EFOD	Food — Summer School
SFS-0-0-SLN-xx-ESUP	Supplies-Consumable — Summer School
SFS-0-0-SLN-xx-ENCQ	Non-Capital Equipment — Summer School
SFS-0-0-SLN-xx-EFCM	Commodities (Federal) — Summer School
DNR-0-0-DNR-xx-EFOD	Food — Dinner
DNR-0-0-DNR-xx-ESUP	Supplies-Consumable — Dinner
SNK-0-0-SNK-xx-EFOD	Food — Snack
SNK-0-0-SNK-xx-ESUP	Supplies-Consumable — Snack
CAT-0-0-FNP-xx-EFOD	Food — Non-program
CAT-0-0-FNP-xx-ESUP	Supplies-Consumable –Non-program

Sysco Eastern Wisconsin, LLC

Prime Contractor Information

Certified HUB Contractor?	NO
Total # of Employees	380
Total # of Minorities	44
Total # of Women	81

HUB Participation

Required	5%
Proposed	5%
$ Value	TBD

Student Engagement (hours per 12-month contract)
Paid Student-employment-hour Commitment 900
Student Career-awareness Commitment 20

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver and contract as set forth in this item.

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

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

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(Item 10) 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 for the Midnight Sports League

Background

In October 2016, Milwaukee Public Schools launched the MPS C.A.R.E.S. (Community and Recreation Engaging Students) initiative to provide safe spaces for young people and community access to resources. This multi-pronged approach includes a Midnight Sports League to engage young adults ages 18-25 in the City of Milwaukee who are at risk of participating in or being victims of crime. In addition to athletics, the League also includes connections to job opportunities and training, and educational services, as well as information about healthcare, mentoring, life skills, legal issues, and entrepreneurship. Long-standing and new partnerships have evolved as a result of this programming. Specifically, the City of Milwaukee, through the Milwaukee Police Department (MPD), has stepped forward to provide ancillary support services to ensure the success of these programming efforts.

In order to fully execute this work, the Administration requests approval of the intergovernmental agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to provide patrol services, connections to community coaches, and program enrichment for the MPS C.A.R.E.S. Midnight Sports League. Specifically, MPD will provide two police officers each program night to provide additional support to the District's onsite staff.

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. The cost to implement this model per year is not to exceed $40,100. The funds are in RAS-0-0-MCC-RC-ECTS (Extension Fund Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Intergovernmental Agreement with the City of Milwaukee will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the Intergovernmental Agreement, as provided under separate cover, with the City of Milwaukee for the Milwaukee Police Department to provide patrol services and program enrichment to the Midnight League program..

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

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

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(Item 11) Action on the Award of Summer Contracts for 21st Century Community Learning Centers (CLCs)

Background

The Administration is requesting authorization to enter into contracts with eight community-based organizations to provide comprehensive summer learning programs for 45 elementary, middle-, and high-school 21st Century Community Learning Centers (CLCs). These vendors will be used to facilitate academic and recreational enrichment programming to an estimated 8,000 youth throughout the City of Milwaukee.

The Summer CLC program provides opportunities for youth to be engaged and safe throughout the summer. The collaboration among MPS's Extended Learning Opportunities, School Nutrition Services, and Milwaukee-area community-based organizations exposes youth to academic supports and engaging enrichment activities needed throughout the summer months. Participating students are provided healthful and nutritious meals on a daily basis. Dependent on the respective program times, a combination of breakfast, lunch, and dinner is offered at all locations.

CLCs at J-Term locations will provide youth across the city with extended-day programming beginning June 4, 2018. J-Term CLC sites will receive an additional $5,000 per location to supplement program operations.

These contracts are funded by a combination of District Extension funds and Wisconsin Shares funding.

Each of the contracts will run from May 1, 2018, through August 31, 2018. The total amount of the contracts will not exceed $1,610,000.

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

Milwaukee Kickers Soccer Club, Inc.	$	35,000
Boys and Girls Club of Greater Milwaukee	$	1,080,000
Children Outing Association	$	240,000
First Stage Milwaukee, Inc.	$	35,000
Journey House, Inc.	$	95,000
Neu-Life Community Development, Inc.	$	65,000
Silver Spring Neighborhood Center, Inc.	$	30,000

United Migrant Opportunity Services, Inc. $30,000

The preceding contracts will be paid from the following budget codes:

CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services) ..... $ 1,440,000

000-0-0-W2C-XX-ECTS (Wisconsin Shares Fund — Contracted Services) ..... $ 170,000

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 contracts as set forth in the attachments to this item.

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

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

Noes — 0.

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(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contract Recommendation

Background

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

Construction Contracts Requested for Approval:

KPH Contracting, LLC, for Asbestos Abatement at Vincent High School
Code: FAR 00 ECE DW ECNC7 ..... $ 57,782.00

Burkhart Construction Corporation, for Phase II Remodeling at Pulaski High School
Code: FAR 00 RDC PK ECNC ..... $ 1,203,000.00

Lewis Sound, Inc., for Auditorium and Cafeteria A/V Systems at Roosevelt Creative Arts Middle School
Code: FAR 00 QZA RV ENCN7 ..... $ 202,792.00

Professional Services Contract Requested for Approval:

SimplexGrinnell/Johnson Controls Fire Protection Fire Alarm System Testing and Electric/Magnetic-Release Fire Door Testing and Inspection for the District
Code FAR 00 MM2 DW ECNC8 ..... $ 184,236.00

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	$ 1,463,574.00
Total Professional Services Contract Requested	$ 184,236.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

Administration's Recommendation

The Administration recommends that the Board authorize the construction contracts and professional services contract as provided under separate cover.

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

Ayes —Directors Báez, Bonds, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 8.
Noes — 0.
Temporarily Absent — Director Miller — 1.

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(Item 13) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the MPS Head Start Policy Council, to CESA #1, to the Milwaukee Education Partnership, to the Title I District Advisory Council, and to the Milwaukee Public Library's Board of Trustees.

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(Item 14) 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 MPS's Vision and Mission, the President's activities during the month of April 2018 included the following:

Academic Achievement

- Attended Our Hero's Male Youth event at Kluge Elementary School
- Attended the Washington High School iFair
- Welcomed visitors from the National Association of the Deaf at Milwaukee Sign Language School
- Attended the Community Conversation at Bay View High School

Student, Family, and Community Engagement

- Attended the Black and Latino Male Achievement Mentor Luncheon at Washington High School
- 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
  - — Vincent Lyles, President & CEO of Boys & Girls Clubs of Greater Milwaukee
  - — Khalif Rainey, Milwaukee Common Council
  - — Milwaukee Fire Department
  - — Ryan Daniels, Milwaukee Public Library Foundation
  - — Jennifer Bartolotta, The Bartolotta Restaurants
  - — Panasonic Foundation
- Attended the meeting of the Milwaukee Public Library Board
- Attended the Milwaukee Education Partnership's meeting

- Attended the Milwaukee Education Partnership's HBCU Conference

Effective and Efficient Operations

- Met with District leaders to receive updates on District initiatives:
  - — Darienne Driver, Ed.D., Superintendent
  - — Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
  - — Larry Miller, Vice-President, Milwaukee Board of School Directors

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NEW BUSINESS

As this was the last meeting of the current Board year, any new business was held over for referral at the Board's annual Organizational Meeting scheduled to be held on April 24, 2018.

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COMMUNICATIONS AND PETITIONS

As this was the last meeting of the current Board year, any new communications were held over for referral at the Board's annual Organizational Meeting scheduled to be held on April 24, 2018.

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RESOLUTIONS

As this was the last meeting of the current Board year, any new resolutions were held over for referral at the Board's annual Organizational Meeting scheduled to be held on April 24, 2018.

The Board adjourned at 10:12 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk