BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 2014

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

Directors Bonds, Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, and Zautke are continuing members.

The following members responded to roll call:

Present — Directors Bonds, Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, and Zautke — 9.

Absent — None.

Director Bonds moved to elect Director Bonds temporary Chair.

There being no other nominations, Director Bonds was elected temporary chair by unanimous consent.

ELECTION OF BOARD PRESIDENT

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:

Director Bonds .....Director Bonds
Director Falk .....Director Bonds
Director Holman .....Director Bonds
Director Joseph .....Director Bonds
Director Miller .....Director Bonds
Director Sain .....Director Bonds
Director Spence.....Director Bonds
Director Woodward .....*Abstain*
Director Zautke .....Director Bonds

Director Bonds — 8.
Abstain — 1.

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

ELECTION OF BOARD VICE-PRESIDENT

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:

Director Bonds	Director Holman
Director Falk	Director Holman
Director Holman	Director Holman
Director Joseph	Director Holman
Director Miller	Director Holman
Director Sain	Director Holman
Director Spence	Director Holman
Director Woodward	*Abstain*
Director Zautke	Director Holman

Director Holman — 8.
Abstain — 1.

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

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DESIGNATION OF BOARD CLERK

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

By consensus of the Board, Ms. Lynne A. Sobczak was designated Board Clerk for the ensuing year.

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APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

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

The President, having indicated that he elected not to serve on the Library Board, announced that the Board would elect its representative at its regular May 2014 meeting.

APPOINTMENT OF REPRESENTATIVE TO CESA #1

The President nominated Director Spence to serve as the Board's representative to CESA #1.

The appointment was approved by consensus.

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APPOINTMENT OF A REPRESENTATIVE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS (WASB)

On August 20, 2011, the Board re-elected Director Terrence Falk as the delegate for WASB Region 14. 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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APPOINTMENT OF THE BOARD'S REPRESENTATIVE TO THE MILWAUKEE EDUCATION PARTNERSHIP (MEP)

The Milwaukee Board of School Directors is an Executive Partner of the Milwaukee Education Partnership (formerly the Milwaukee Partnership Academy), a PK-16 council of education, labor, business, government, university, foundation, parent, and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the MEP. The Board 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 2014-15 Board year.

President Bonds announced that he would continue to serve as the delegate to MEP for the 2014-14 Board year.

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APPOINTMENT OF THE BOARD'S DELEGATE TO THE MPS HEAD START POLICY COUNCIL

On the nomination of President Bonds, Director Spence was appointed the Board's delegate to the Head Start Policy Council for the 2014-15 Board year by unanimous consent.

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APPOINTMENT OF THE BOARD'S LIAISON TO THE MILWAUKEE CITY COUNCIL OF PTAS/PTSAS

On the nomination of President Bonds, Director Zautke was appointed the Board's liaison to the Milwaukee City Council of PTAs/PTSAs during the 2014-15 Board year by unanimous consent.

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APPOINTMENT OF THE BOARD'S LIAISON TO THE TITLE I DISTRICT ADVISORY COUNCIL

On the nomination of President Bonds, Director Miller was appointed the Board's liaison to the Title I District Advisory Council during the 2014-15 Board year by unanimous consent.

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UNFINISHED BUSINESS

A. Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 22, 2014.

Background

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 22, 2014) 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 22, 2014, arranged by committee, are listed below.

Recommendation

That the Board determine how it wishes to dispose of the pending items of business as listed below:

Listed by Committee and Numbered Consecutively
(Names of former Board members are in *italics*)

Item	Author	Subject	Date Introduced	Responsibility	Carried Over	Notes
Committee on Legislation, Rules and Policies (LRP)						
[1} Resolution 1011R-007	Bonds	To authorize the submission of administrative appointments by the Director, Office of Board Governance, during vacancies in the position of superintendent of schools	6/24/2010	Administration	4/26/11, 5/1/12, 4/23/13	Pending per author's request in October 2013.

Item	Author	Subject	Date Introduced	Responsibility	Carried Over	Notes
[2] Resolution 1011R-019	Falk	To disregard students' absences due to religious obligations	9/30/2010	Administration	4/26/11, 5/1/12, 4/23/13	
[3] Resolution 1213R-016	Miller	To call for the reduction of the use of high-stakes standardized testing in programmatic and teacher evaluations	2/28/2013	Administration	4/23/13	Pending per author's request in October 2013.
[4] Resolution 1314R-003	Bonds	To examine the organizational structure of the Milwaukee Public Schools for appropriate roles, responsibilities, and relevancy in a changing educational landscape	6/27/2013	Administration		Pending per author's request in October 2013.
[5] Resolution 1314R-008	Bonds	Regarding Revisions to Policies and Procedures Governing Criminal Background Checks of Applicants for Employment with MPS	2/27/2014	Administration		
[6] Resolution 1314R-009	Falk	To prohibit the use of e-cigarettes and other electronic nicotine-delivery systems on Board property	3/27/2014	Administration		

Separate consideration was requested of Items 1, 2, 5, and 6.

Director Spence moved to place the balance of the items on file.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

The items set aside were referred as indicated.

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B. Annual Review of Board Compensation

Background

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

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

Recommendation

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

Director Spence moved to keep the compensation levels at their current rate.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

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NEW BUSINESS

(Item A) Transmittal of Tentative 2014-15 Board Calendars

The Board Clerk presented to the Board for its review the tentative calendars of regular Board and committee meetings for 2014-15.

Director Miller moved to waive Board Rule 1.02(1) and move the June 26, 2014, regular Board meeting to June 19, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

Director Holman moved to move the September 25, 2014, regular Board meeting to September 18, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

Director Spence moved to approve the 2014-15 Board calendar as revised.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

Approved 2014-2015 Tentative Board and Committee Calendars

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

All meetings are conducted in the Central Services Auditorium unless noted otherwise.

Per action of 12/16/08, no meetings of the Board or its Committees are to be held on election days.

Board and Committee Meetings — May 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 6:30 P.M. — SPB	2 *Board members submit proposed amendments to OBG*	3
4	5	6 *Administration submits proposed amendments to OBG by Noon*	7	8 6:30 P.M. — PACE	9	10
11 *Mother's Day*	12	13 6:30 P.M. — SASI 7:30 P.M. — SPB	14	15 6:30 P.M. — Statutory Public Hearing	16 Board members submit proposed amendments to OBG by Noon	17
18	19	20 6:30 P.M. — AFP Administration submits proposed amendment analysis to OBG by Noon	21	22	23	24
25	26 *Memorial Day*	27	28	29 6:30 P.M. — Regular Mtg.	30	31

Board and Committee Meetings — June 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10 6:30 P.M. — SASI	11	12 6:30 P.M. — PACE	13	14
15 *Father's Day*	16	17 6:30 P.M. — AFP	18	19 6:30 P.M. — Regular Mtg.	20	21
22	23	24	25	26	27	28
29	30					

Board and Committee Meetings — July 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4 *Independence's Day*	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31 6:30 P.M. — Regular Mtg.		

Board and Committee Meetings — August 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9

Board and Committee Meetings — August 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
10	11	12 6:30 P.M. — SASI *(Due to Board action in December 2008, Board & committee meetings cannot be held on election days)* *Fall Primary Election*	13	14 6:00 P.M. — PACE 6:30 P.M. — AFP	15	16
17	18	19	20	21 6:30 P.M. — Regular Mtg. *(per Board Rule 1.02)*	22	23
24/31	25	26	27	28	29	30

Board and Committee Meetings — September 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 *Labor Day*	2	3	4	5	6
7	8	9 6:30 P.M. — SASI	10	11 6:00 P.M. — PACE 6:30 P.M. — AFP	12	13
14	15	16	17	18 6:30 P.M. — Regular Mtg.	19	20
21	22	23	24 *Rosh Hashanah*	25 *Rosh Hashanah*	26 *Rosh Hashanah*	27
28	29	30				

Board and Committee Meetings — October 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3 *Yom Kippur*	4 *Yom Kippur*
5	6	7	8 *Sukkot*	9 6:00 PM — PACE 6:30 PM — AFP *Sukkot*	10 *Sukkot*	11 *Sukkot*
12 *Sukkot*	13 *Columbus Day; Sukkot*	14 6:30 PM — SASI *Sukkot*	15 *Sukkot; Shemini Atzeret*	16 *Shemini Atzeret; Simkhat Torah*	17 *Simkhat Torah*	18
19	20	21	22	23 *Board Finalizes FY15 budget and transmits any changes to Common Council — The Board's January 2014 adoption of budget calendar made this date subject to change by Chair*	24	25
26	27	28	29	30 6:30 PM — Regular Mtg.	31 *Halloween*	

Board and Committee Meetings — November 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4 *Fall General Election*	5	6	7	8
9	10	11 6:30 PM — SASI *Veterans Day*	12	13 6:00 PM — PACE 6:30 PM — AFP	14	15

Board and Committee Meetings — November 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
16	17	18	19	20 6:30 PM — Reg Bd Mtg *(per Bd Rule 1.02)*	21	22
23/30	24	25	26	27 Holiday — Central Services closed *Thanksgiving*	28 Holiday — Central Services closed	29

Board and Committee Meetings — December 2014						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9 6:30 PM — SASI	10	11 6:00 PM — PACE 6:30 PM — AFP	12	13
14	15	16 *Chanukah*	17 *Chanukah*	18 6:30 PM — Reg Bd Mtg *(per Bd Rule 1.02)* *Chanukah*	19 *Chanukah*	20
21 *Chanukah*	22 *Chanukah*	23 *Chanukah*	24 *Central Services Closed* **WINTER BREAK** *Christmas Eve; Chanukah*	25 *Central Services Closed* *Christmas Day*	26	27
28	29	30	31 **WINTER BREAK** *New Years Eve*			

Board and Committee Meetings — January 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 *New Years Day*	2	3
4	5	6	7	8 6:30 PM — PACE	9	10
11	12	13 6:30 PM — SASI	14	15 *Tu B'Shevat*	16	17

Board and Committee Meetings — January 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
18	19 *MLK Jr. Day*	20 6:30 PM — AFP	21	22	23	24
25	26	27	28	29 6:30 PM — Reg Bd Mtg	30	31

Board and Committee Meetings — February 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4 *Tu B'Shevat*	5 *Tu B'Shevat*	6	7
8	9	10 6:30 PM — SASI	11	12 6:00 PM — PACE 6:30 PM — AFP	13	14 *Valentine's Day*
15	16 *President's Day*	17	18 *Lincoln's Birthday*	19	20	21
22	23	24	25	26 6:30 PM — Regular Mtg.	27	28 *Washington's Birthday*

Board and Committee Meetings — March 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4 *Purim*	5 *Purim*	6	7
8	9	10 6:30 PM — SASI	11	12 6:30 PM — PACE	13	14
15	16	17	18	19	20	21
22	23	24 6:30 PM — AFP	25	26 6:30 PM — Regular Mtg.	27	28
29	30	31				

Board and Committee Meetings — April 2015						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3 **Spring Break** *Good Friday; Pesach (Passover)*	4 *Pesach (Passover)*
5 *Easter, Passover*	6 ---------- SPRING BREAK ---------- *Pesach (Passover)*	7 *Pesach (Passover)*	8 *Pesach (Passover)*	9 6:00 PM — PACE *Pesach (Passover)*	10 *Pesach (Passover)*	11 *Pesach (Passover)*
14	13	14 6:30 PM — SASI	15	16 6:30 PM — AFP	17	18
19	20	21	22 *Yom Ha-Atzmaut*	23 6:30 PM — Regular Mtg. *Yom Ha-Atzmaut*	24	25
26	27	28 6:30 PM — Annual Organizational Meeting *(per Bd Rule 1.01)*	29	30		

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RESOLUTIONS

Resolution 1415R-001

By Directors Miller and Joseph

WHEREAS, Our nation's school systems have been spending growing amounts of time, money, and energy on high-stakes standardized testing, students' performance on which is used to make major decisions affecting individual students, educators, and schools; and

WHEREAS, The over-reliance on high-stakes standardized testing in state and federal accountability systems is undermining educational quality and equity in U.S. public schools by hampering educators' efforts to focus on the broad range of learning experiences that promote the innovation, creativity, problem solving, collaboration, communication, critical thinking, and deep subject-matter knowledge that will allow students to thrive in a democracy and in an increasingly global society and economy; and

WHEREAS, It is widely recognized that standardized testing is an inadequate and often unreliable measure of student learning; and

WHEREAS, Early childhood education and assessment must be based on sound, developmentally appropriate practices that inform classroom instruction and provide valid and useful results; and

WHEREAS, The Milwaukee Public Schools' testing regime consumes considerable time and places considerable constraints on schools and teachers, taking away valuable teaching time and often closing school libraries and other needed facilities for long periods to carry out tests; and

WHEREAS, There are many research-proven screeners for early childhood that are interactive and computer-independent and that speak holistically to a child's needs; and

WHEREAS, There is important research that questions the validity of standardized tests as a measure of learning or achievement or usefulness for instructional decision making for children under 8 years of age; and

WHEREAS, There is no clear research showing validity of results for MAP testing of children under the age of 8; and

WHEREAS, DPI mandates PALS testing for language literacy for K4 through 2nd grade; and

WHEREAS, MPS will add the COGAT testing in 2014-2015 for all 2nd-graders; now, therefore, be it

RESOLVED, That early childhood teachers be supported in developing systems of assessment and screening for all content areas attending to all developmental domains that are research-based, culturally relevant, developmentally appropriate, formative, and useful in informing instructional decision making; and be it

FURTHER RESOLVED, That language assessment for K4 through 2nd grade not include MAP testing for the 2014-2015 school year; and be it

FURTHER RESOLVED, That no mandated assessments be given to ESL students in English for the 2014- 2015 school year; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with ESL students and students in bilingual programs, based on the recommendations of a committee of the principals of the bilingual schools, bilingual teacher representation, and parent and community experts in bilingual education and MPS administration; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with students in Montessori programs from the recommendations of a committee of the principals of the Montessori schools, Montessori teacher representation, and parent and community experts in Montessori education and MPS administration; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with students in language-immersion programs from the recommendations of a committee of the principals of the language-immersion schools, language- immersion teacher representation, and parent and community experts in language-immersion education and MPS administration; and be it

FURTHER RESOLVED, That the Administration begin discussion with DPI on the issues and process we are pursuing to put into place valid and informative assessment policies that serve our children and raise the quality of teaching and learning.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 1415R-002

By Directors Miller and Joseph

WHEREAS, Our nation's school systems have been spending growing amounts of time, money, and energy on high-stakes standardized testing, students' performance on which is used to make major decisions affecting individual students, educators, and schools; and

WHEREAS, Early childhood education and assessment must be based on sound policies drawn from the tenets of developmentally appropriate practice that inform classroom instruction and provide valid results; and

WHEREAS, Research suggests that a continually increasing amount of time in early childhood classrooms is being spent on standardized testing, test preparation, and direct instruction of isolated skills; and

WHEREAS, Research clearly shows that play is important and critical in a child's early development; and

WHEREAS, The culture and structure of the systems in which students learn must improve in order to foster engaging school experiences that promote joy in learning, depth of thought, and breadth of knowledge in students; and

WHEREAS, Important research shows that children who engage in complex forms of socio-dramatic play have greater language skills than do non-players; and

WHEREAS, A variety of types of play contribute to a child's development, including make-believe, sensor, language, construction, large and small motor, and mastery; and

WHEREAS, Integration of time spent in early grades on the arts, music, practicing social skills, and play are valuable to holistic development; and

WHEREAS, Children spend most classroom time on the development of literacy and math skills — with teachers "teaching to the test" because of necessity — instead of on exploration, discovery, kinesthetic development, and creative play; and

WHEREAS, Early childhood classrooms need a balance of experiential learning and play, including child- initiated play in the presence of engaged teachers; now, therefore, be it

RESOLVED, That all K4 through 2nd-grade MPS teachers and schools implement a policy of 40 minutes of classroom play each day; and be it

FURTHER RESOLVED, That play include both structured play and "free" play, at the teacher's discretion; and be it

FURTHER RESOLVED, That teachers be provided with professional development, mentoring, and other support for establishing creative play in early childhood classrooms;

FURTHER RESOLVED, That the district, school communities, and teachers shall communicate with parents about the importance of creative play and ways to support it at home and in the community.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 1415R-003

By Directors Joseph and Miller

WHEREAS, The Milwaukee Public Schools (MPS) is experiencing a growing enrollment of students whose first language is not English, with these students now approximating one third of the district's enrollment, and there is substantial evidence that this trend will continue; and

WHEREAS, This reality provides both a challenge and an opportunity for all students and adults in MPS and the Milwaukee community, as we are becoming more language-diverse and multicultural in a world in which this is the norm; and

WHEREAS, The great majority of this demographic growth in MPS is among Latino students, while the Latino community is also the largest ethnic minority group in the United States and is becoming one of the largest such groups in Wisconsin; and

WHEREAS, Most research and social experts agree that, in addition to English, Spanish is and will continue to be a primary language in this country, and its use and influence are a major force in the world; and

WHEREAS, It is socially, culturally, and economically necessary that public education promotes the learning of English while equally embracing the development of Spanish and supporting the learning of other languages, when appropriate; and

WHEREAS, AS students must also be well prepared for effective participation in societies and economies connected to each other by global imperatives, governments and public school districts must find ways to invest in education and future generations; and

WHEREAS, Milwaukee must rebrand itself as a city that nurtures and grows individuals to become effective learners who are highly aware and respectful of cultural diversity and who are bilingual or multilingual; and

WHEREAS, The school district's bilingual-maintenance, dual-language, language-immersion, and multicultural programs are already successful initiatives that move MPS closer to such goals; now, therefore, be it

RESOLVED, That MPS shall establish the equivalent of a region that promotes bilingualism by first establishing an English/Spanish bilingual and dual-language program in Milwaukee's near southside in Board District 6 and then, within a reasonable number of years, at the city-wide level until MPS becomes a school district in which students will graduate academically well prepared in English, Spanish, and/or be conversant in another language; and be it

FURTHER RESOLVED, That all plans for the implementation of this initiative shall fully engage parents, community, and individuals and groups with bilingual education expertise; and be it

FURTHER RESOLVED, That Milwaukee Public Schools shall draw on its bilingual curricular expertise and other external experts in the field to continue and to expand the implementation of this program and shall further facilitate the learning of other languages, with all language-based programs that promote bilingualism to be sustained, to be further improved and developed, and to be made more accessible to all; and be it

FURTHER RESOLVED, That all screening and assessment instruments for students in dual-language and bilingual-maintenance programs shall be developed and/or acquired and implemented by the MPS research department in consultation with an Assessment Committee that shall include the Division of Bilingual and Multicultural Programs, faculty from the University of Wisconsin engaged in bilingual programming, the Milwaukee Teachers Education Association, and community and other bilingual education experts in the field; and be it

FURTHER RESOLVED, That MPS shall consult with the Wisconsin Department of Public Instruction for consistency with its policies regarding tests and other accountability measures; and be it

FURTHER RESOLVED, That appropriate professional development, parent engagement, marketing and other informational initiatives shall be instituted to inform the Milwaukee community and the media of this unique initiative that will promote Milwaukee as an innovative center for education in today's diverse and global world; and be it

FURTHER RESOLVED, That MPS must engage in partnerships with area colleges and other entities to institute programs that will provide appropriate credentialing and professional development in Spanish/English dual-language and bilingual-maintenance programs and other languages as necessary; and be it

FURTHER RESOLVED, That MPS will increase its hiring of bilingual certified staff in each school with an English/Spanish dual-language and/or bilingual-maintenance program, as well as increase the number of bilingual English/Spanish administrators in Central Services. MPS shall also hire an adequate number of bilingual counseling and bilingual special education staff; and be it

FURTHER RESOLVED, That MPS shall create the necessary working committees to implement this initiative, which committees shall include teachers, other school-based staff, parents, and students and shall be district-wide; and be it

FURTHER RESOLVED, That the Administration immediately shall begin to engage board members, schools, higher-education institutions, businesses, staff, the MTEA, parents, the community, and bilingual experts in the development of this initiative; and be it

FURTHER RESOLVED, That MPS shall designate appropriate fiscal resources to implement the purpose of this resolution.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 1415R-004

By Directors Joseph and Miller

WHEREAS, K3, K4 and K5 students need assistance in transitioning and support in adjusting to change, be it adjusting to a full-day school environment or transitioning into new kindergarten programs, classrooms, new educators and peers, or different daily routines; and

WHEREAS, Young children and families experience natural and developmentally appropriate separation anxiety and require a thoughtful and well-planned transition into school; and

WHEREAS, Researchers stress the importance of both defined procedures and personal relationships between the student and the teacher in effective entry to and transitions within school; and

WHEREAS, The strengths and needs of the individual child and the building of solid relationships between teacher and student should be the focus of an effective school-entry plan; and

WHEREAS, Early childhood students who feel secure and emotionally ready as they enter school will have more success in school; and

WHEREAS, Quality early childhood programs emphasize the positive development of the whole child physically, socially, emotionally, and cognitively; and

WHEREAS, Students are best served when school is a shared enterprise between parents and educators and when educators and parents develop positive relationships as soon as possible at the start of the school year; and

WHEREAS, All students — but especially those with special needs and students for whom English is not their first language — require a beginning to their early childhood education experience that allows for assessment of students' "readiness to learn," including expressive and receptive language skills and intra- and inter-personal social emotional skills in a culturally responsive fashion; and

WHEREAS, The child's needs for safety, security, and continuity should be key factors in transitioning early childhood students into K3, K4, and K5; and

WHEREAS, Transitioning students into K3, K-4, and K-5 classrooms in smaller groups increases the likelihood of the above benefits to be realized and allows parents and children the opportunity to better get to know one another, their teachers, and the learning environment, while enhancing the likelihood of student safety; and

WHEREAS, A three-day staggered start process for K4 and K5 helps students learn classroom, lunch, playground, and transportation routines, familiarize students with classroom resources, and allows teachers to get to know the students as individuals; now, therefore, be it

RESOLVED, That all non-Head Start K3, K4, and K5 students shall engage in a three-day staggered attendance on the first three full days of school in the 2014-2015 school year; and be it

FURTHER RESOLVED, That a third of the class shall attend on Day 1, the second third on Day 2, and the final third on Day 3; with all students attending on Day 4; and be it

FURTHER RESOLVED, That Montessori schools shall have flexibility to tailor the staggered start schedule to fit the program and their student needs; and be it

FURTHER RESOLVED, That the Department of Curriculum and Instruction, working with members of the Early Childhood Taskforce, shall develop guidelines, based on best practices, for schools to best communicate with parents regarding the staggered start procedures and for teachers to follow to maximize the benefits of the staggered start procedure; and be it

FURTHER RESOLVED, That such communication with parents shall be done in a timely fashion before the end of the 2013-2014 school year; and be it

FURTHER RESOLVED, That accommodations shall be made for families that have work-childcare conflicts with this schedule; and be it

FURTHER RESOLVED, That the Department of Research and Assessment shall develop a parent- and-teacher survey to be administered digitally assessing the strengths and weaknesses of the staggered start so that the program could be adjusted and improved in subsequent years; and be it

FURTHER RESOLVED, That, if necessary, the MPS Administration shall apply for necessary waivers from the DPI to deal with any potential problem with loss of total hours of instruction for the K-5 students.

Referred to the Committee on Student Achievement and School Innovation.

The Board adjourned at 7:13 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 7:14 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The Board Clerk read the following call of the meeting:

April 22, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 7:00 p.m. *(or immediately following the Board's Annual Organizational Meeting scheduled to begin at 6:30 p.m.)* on Thursday, April 24, 2014, 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, to be effective July 1, 2014.

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.

LYNNE A. SOBCZAK
Board Clerk

Director Miller moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), 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, to be effective July 1, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

The Board retired to executive session at 7:19 PM.

The Board adjourned from executive session at 8:55 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 01, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 5:38 PM.

Present—Directors Falk, Holman, Joseph, Spence, Zautke, and President Bonds—6.

Absent and Excused—Directors Miller, Sain, and Woodward—3.

The Board Clerk read the following call of the meeting:

April 25, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Thursday, May 1, 2014, 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 1, 2014.

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.

LYNNE A. SOBCZAK
Board Clerk

Director Holman moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), 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, to be effective July 1, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Spence, Zautke, and President Bonds—6.

Noes—None.

The Board retired to executive session at 5:44 PM.

The Board adjourned from executive session at 6:30 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 07, 2014

Special meeting of the Board of School Directors called to order by Vice President Holman at 6:31 PM.

Present—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Zautke, and Vice President Holman—8.

Absent and Excused—Director Woodward—1.

The Board Clerk read the following call of the meeting:

May 1, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Wednesday, May 7, 2014, 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, to be effective July 1, 2014.

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.

LYNNE A. SOBCZAK
Board Clerk

Director Spence moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), 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, to be effective July 1, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Zautke, and Vice President Holman— 8.

Noes—None.

The Board retired to executive session at 6:36 PM.

The Board adjourned from executive session at 10:00 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 15, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 6:38 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The Board Clerk read the following call of the meeting:

May 8, 2014

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

The Board of School Directors will meet at 6:30 p.m. on Thursday, May 15, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the following purposes:

1. to consider and take action on reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (student expulsions); and
2. to give public hearing, pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, on the proposed Fiscal Year 2015 School Operations, Construction, and Extension Fund budgets.

The Board is scheduled to take action on the proposed FY2015 budget at its regular monthly meeting on May 29, 2014.

LYNNE A. SOBCZAK
Board Clerk

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

Director Spence moved to accept the reports of the Independent Hearing Officers of April 22, 23, 24, 25, and 28, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—Director Woodward — 1.

Pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, the Board gave public hearing on the proposed Fiscal Year 2015 School Operations, Construction, and Extension Fund budgets.

The Board adjourned at 6:59 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 5:32 PM.

Present—Directors Falk, Holman (6:20 PM), Joseph, Miller, Sain, Spence, Woodward (5:55 PM), Zautke, and President Bonds—9.

Absent—None.

The Board Clerk read the following call of the meeting:

May 23, 2014
Revised

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Thursday, May 29, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and possibly taking action on strategies regarding the potential sale or lease of properties located at 921 W. Meinecke Avenue, Milwaukee, Wisconsin, and at 2760 N. First Street, Milwaukee, Wisconsin; and at 619 E. Dover Street, Milwaukee, Wisconsin.

In regard to this item, the Board may retire to executive session pursuant to 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.

LYNNE A. SOBCZAK
Board Clerk

Director Falk moved that the Board retire to executive session, pursuant to 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 motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Miller, Sain, Spence, Zautke, and President Bonds—7.

Noes—None.

The Board retired to executive session at 5:39 PM.

The Board adjourned from executive session at 6:44 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:50 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain (6:55 PM), Spence (6:53 PM), Woodward, Zautke, and President Bonds—9.

Absent—None.

The Chair requested a moment of silence to commemorate the passing of Raul Espinoza, age 6, a K-5 student at Longfellow, who died on May 21, 2014.

AWARDS AND COMMENDATIONS

May 2014 Presentation of the MPS Valedictorians and Salutatorians

This evening, the Milwaukee Board of School Directors honored the following MPS Valedictorians and Salutatorians for their impressive academic accomplishments:

School	Valedictorian	Salutatorian
ALAS	Claudia Evangelista	Alejandra Vasquez
The Alliance School	Tony Sayarath	Jeramiah Owens
Assata High School	Shayla Smith	Alexus Neely
Audubon Technology & Communications High School	Chelsea Santoro	Mindy Yang
Banner Prep	Latredriana McCoy	Yolanda Polk
Bay View High School	Jennifer Lyons	Johnathan Brown
Lynde & Harry Bradley Technology and Trade School	Deondre Wright	Mark McPhan
Carmen High School of Science and Technology	Eduardo Moreno-Romero	Fernando Mandujano
Career Youth Development (CYD)	Romello Hamon	Kaporchea Bumley
Community High school	James Yang	Ger Yang
Grandview High School	Maurice Russell	Samuel Quella
Groppi High School	Sherice Robinson	Terrance Jines

Hamilton High School	Jim Yang	Rafael Jimenez
Rufus King International School	Leah Alexander Madison Cox Meredith Gingold Paul Meyers Elizabeth Penn Kimberly Phillip Jordan Salinsky Katherine Wasielewski	
MacDowell Montessori	Aleah Boehlen-Joosten	Carissa Babcock
MacDowell Montessori	Lina Hamilton	
James Madison Academic Campus	Erica Marion	Levante Reed
Milwaukee Community Cyber High School	Lorna Gray	
Milwaukee Excel High School	Elaina Stiff	James Kainz
Jordan Jelinek		
Milwaukee High School of the Arts	Borgne Raasch	Morgan Ryser
Milwaukee School of Languages	Erin May	Kristi Boudwine
Morse•Marshall	Jasmine M. Johnson	Tilim Lee
New School for Community Service	Deja Pearson	Keiondra Reed
North Division Charter High School	Vera Fonville	Takiya Eiland
NOVA HS	Antonia Morris	Raquel Anderson
Pulaski High School	Ashley Brown	Selena Vega
Reagan College Preparatory High School	Paula Duong Elizabeth Konkolowski Fabiola Magaña Alexander Navarre Nhu Quynh Nguyen Alejandro Rodriguez Hao Tran	
Riverside University High School	Rajpreet Growal	Aaron Wilder
Shalom High School	Shaonia Biles	Sha' Paris Earl
South Division	Xong Chang	Ze Her
Transformation Learning Community	Stefaknie Tatum	Brandi Roby

Transition High School	Leroy Scott	Rahim Summerise
Vincent High School	Xai Vang	Dimitric Mcgowan
Washington High School of Information Technology	Maasio Mohamed	Yi Yi Than
Wisconsin Conservatory of Lifelong Learning	Christina Chapman	Stephanie Rogalinski

Other Awards and Commendations

Students/Schools

Adianna Jackson, an eighth-grade student at U.S. Grant Elementary School, was awarded third place in a national Civil War essay contest sponsored by the Gilder Lehrman Institute of American History. Adianna examined the nation's most divisive conflict through letters, speeches, songs, photographs, newspapers, military orders, and other documents, conducting research with primary as well as secondary sources.

Adianna's essay, "African Americans and Their Battle," earned her a third-place award in the middle-school category, as well as $100. She was flown to New York City along with her teacher, Ms. Felde, and her grandmother for the Gilder Lehrman Lincoln Prize dinner. While there, she met Hollywood director Stephen Spielberg, who was honored with a Special Achievement Award for his film, "Lincoln." Spielberg took pictures with each student and spent time speaking with them about their papers. Adianna also had the opportunity to tour the Gilder Lehrman Collection of original documents while in New York.

The Gilder Lehrman Institute of American History partners with schools across the country — including more than a dozen MPS schools — to improve history education. More information can be found at www.gilderlehrman.org.

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Three Milwaukee Public Schools seniors were among 1,000 students nationwide who earned prestigious, all-expenses-paid scholarships to college, the district announced this week. The three students are Maria Capistran, from South Division High School; Eric Isidoro, from School of Languages; and Fernando Mandujano of Carmen High School of Science and Technology.

Maria Capistran has been accepted to Alverno College and Mount Mary University.

Eric Isidoro has been accepted to the Milwaukee School of Engineering, the University of Minnesota, and the University of Wisconsin-Madison.

Fernando Mandujano has been accepted to Marquette University and UW-Madison.

The Gates Millennium Scholarship program was funded by a $1 billion grant from the Bill and Melinda Gates Foundation, which aims to help high-achieving students from disadvantaged backgrounds attend college. The scholarships for each student cover all tuition and expenses.

All the winners achieved their scholarship thanks to educators and counselors at their schools who have helped them along the way. Capistran and Isidoro also received support from College Possible Milwaukee, the local operation of a national nonprofit group, along with their school counselors.

This is the second straight year that MPS has produced three Gates Scholars.

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Staff

The Civic Music Association has named Tonya Adair, principal at Washington High School of Information Technology, its 2014 Outstanding Educational Administrator of the Year. The honor is given annually to educational administrators who have "shown outstanding support for music education and teachers of music."

Tonya C. Adair, M.Ed. is principal at Washington High School of Information Technology, where she has created an atmosphere of excellence through building relationships with community, parents, and alumni. Music has been an inspiration in her life since childhood, and in the three years she has been at Washington, she has revived the school's discontinued music program and has incorporated dance instruction into the curriculum. Adair has also been recognized for her efforts to restore arts programming at the school. This past year, she formed a partnership with Arts@Large to provide art experiences for 9th-graders.

Prior to becoming principal at Washington, Adair was Assistant Principal at Milwaukee High School of the Arts. In 2006, she received the Wisconsin Women on the Move Educator Award from the Top Ladies of Distinction, an international women's service organization. Adair earned her bachelor's degree in education from Grambling State University and her master's degree in education administration and leadership from Alverno College. She is currently pursuing a Doctorate of Philosophy in language and literacy at Cardinal Stritch University.

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Milwaukee Public Schools special education administrator Jill Hewitt likely helped save the life of a man whom she had spotted on a bridge fence high above I-94. Hewitt, MPS's Northwest Regional Coordinator for Specialized Services, went up to the bridge. She held onto the man, told him she loved him, and shared stories of struggles in her own life.

Milwaukee Veterans Affairs police arrived at the bridge near the Milwaukee VA Medical Center soon after and pulled the man to safety, but as VVTMJ-TV's Charles Benson reported, "this rescue might not have been possible without the compassion and patience of a woman determined not to let the man jump."

Excellence in Education Award — Garry R. Lawson

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 was pleased to present two Excellence in Education Awards.

The first award was presented to Garry R. Lawson, Keefe Avenue Elementary School's soldier-turned-teacher.

According to retired U.S. Army Sgt. Garry R. Lawson, drill sergeants and school teachers face four types of learners: the willing and able, the unwilling and able, the willing and unable, and the unwilling and unable. The first group isn't necessarily easy to teach — advanced kids and advanced soldiers need attention to reach higher. And the last group isn't always a lost cause — they just need different incentives, as do those in the middle groups. That approach is partly why Mr. Lawson, a military veteran-turned-special education teacher in Milwaukee Public Schools, earned a nod of recognition from the Department of Defense on May 6 for his leadership in education at Keefe Avenue Elementary School.

One exemplary teacher in each of the 48 states served by the Defense Department-funded Troops to Teachers program, which provides up to $10,000 in training and benefits to recruit veterans to work in high-needs classrooms, received the Star Teacher award. A Milwaukee native and graduate of Rufus King High School, Lawson came to teaching after 20 years in the U.S. Army, a job that took him and his family around the world to places such as Germany, Korea, Kuwait, and the United Arab Emirates. His military career as a drill sergeant and then instructor of drill sergeants brought him full circle, giving him the tools to connect with children in the very school that he attended himself in first and second grade.

With help from Troops to Teachers, Lakeland College, and then the Milwaukee Teacher Education Center, Lawson got his elementary education and special education license. "It's not always about the pay," said Lawson, who is now pursuing his administrator's license. "It's about giving back."

The Milwaukee Board of School Directors recognizes and honors Mr. Garry R. Lawson for dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

Excellence in Education Award — Great Lakes Higher Education Guaranty Corporation

The Milwaukee Board of School Directors was pleased to present the second Excellence in Education Award to Great Lakes Higher Education Guaranty Corporation.

Higher education has the power to change lives for the better, and Great Lakes Higher Education Corporation is devoted to making this result attainable by all students. Great Lakes' philanthropy focuses on students from low-income households, students of color, and students who are the first in their families to attend college. Great Lakes funds programs that help more students see college as a real possibility and help them at each crucial step along the way.

Great Lakes has invested nearly $100 million toward this goal since 2006. MPS students reflect the vibrant diversity of Milwaukee, and many of our students are considered traditionally under-served. MPS has placed great emphasis on increasing the number of students graduating from high school and attending and completing postsecondary education. Great Lakes shares this commitment. As a Wisconsin-based company, Great Lakes is proud to target its efforts close to home:

- Great Lakes has partnered with MPS on the Degree Project, which will provide scholarships of up to $12,000 to students who achieve their academic goals, graduate from high school, attend a Wisconsin college, and work to build a successful future;
- four Great Lakes College Access Advisers provide year-round college-access support to Milwaukee Public Schools. During the 2013-2014 academic year, they shared college-exploration, preparation, and financial aid advice with more than 4,600 MPS students and families;
- a five-year commitment from Great Lakes provides development and operating dollars for two MPS TEAM UP College Access Centers. Since 2011, these year-round drop-in sites have had more than 10,000 visits from students and families, who received college-access information through workshops and individual advising;
- for the past six years, Great Lakes has designed, produced, and distributed MPS TEAM UP calendars to get crucial college-planning information into the hands of every high-school student in the district.

The Milwaukee Board of School Directors and the entire school community recognize Great Lakes Higher Education Guaranty Corporation for its dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 9, 16, and 22, 2014, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Request to Adopt a Pledge to Support Males of Color Enrolled in the Council of the Great City Schools' Member Districts

The Council of the Great City Schools has developed the following pledge, which it is asking its member districts to adopt. The focus of the pledge is to support male students of color enrolled in member districts through a variety of approaches.

A Pledge by America's Great City Schools

- Whereas, some 32 percent of the nation's African American males and some 39 percent of the nation's Hispanic males attend school each day in one of the Great City School systems; and
- Whereas, the academic achievement of Males of Color in the nation's urban school systems and nationally is well below what it needs to be for these young people to be successful in college and careers; and
- Whereas, disproportionate numbers of Males of Color drop out of urban schools and often have low attendance rates; and
- Whereas, Males of Color disproportionately attend under-resourced schools and are taught by the least-effective teachers; and
- Whereas, the nation's Great City Schools have an obligation to teach all students under their aegis to the highest academic standards and prepare them for successful participation in our nation:
- Be It Therefore Resolved that, the _____ school system pledges to ensure that its pre-school efforts better serve Males of Color and their academic and social development, and
- That the _____ school system will adopt and implement elementary and middle school efforts to increase the pipeline of Males of Color who are succeeding academically and socially in our urban schools and who are on track to succeed in high school, and
- That the _____ school system will keep data and establish protocols that will allow it to monitor the progress of Males of Color and other students in our schools and appropriately intervene at the earliest warning signs; and
- That the _____ school system will adopt and implement promising and proven approaches to reducing absenteeism, especially chronic absenteeism, among Males of Color, and
- That the _____ school system will develop initiatives and regularly report on progress in retaining Males of Color in school and reducing disproportionate suspension and expulsion rates, and
- That the _____ school system will develop initiatives and regularly report on progress in increasing the numbers of our Males of Color and other students participating in advanced placement and honors courses and gifted and talented programs, and
- That the _____ school system will strongly encourage colleges of education to adopt curriculum that addresses the academic, cultural, and social needs of Males of Color, and that the district will maintain data on how these teachers do with our Males of Color, and
- That the _____ school system will develop initiatives and regularly report on progress in increasing the numbers of Males of Color and other students who complete the FASFA, and
- That the _____ school system will work to reduce as appropriate the disproportionate numbers of Males of Color in special education courses, and
- That the _____ school system will work to transform high schools with persistently low graduation rates among Males of Color and others and to provide literacy and engagement initiatives with parents.

- That the _____ school system will engage in a broader discussion and examination of how issues of race, language, and culture affect the work of our district.

Males of Color in the Great City Schools
Activities To Date
By the
Council of the Great City Schools

- Convened a national town hall meeting on the education of African American male students in October 2010 — moderated by *60 Minutes* correspondent Byron Pitts.
- Released a *Call for Change: The Social and Educational Factors Contributing to the Outcomes of Black Males in Urban Schools* at the National Press Club with Congressman Chaka Fattah and George Garrow of Concerned Black Men in November 2010. The report received substantial national attention.
- Established internal and external advisory committees to guide the Council on its work with Males of Color.
- Commissioned a series of papers by the nation's leading authorities in 2011 to propose strategies for improving urban school efforts on behalf of African American males.
- Gathered the authors of those papers at a summit with the U.S. Department of Education and White House in August 2012 to discuss strategies to improve outcomes for African American males. Secretary Arne Duncan participated.
- Published the papers in 2013 as a book titled *A Call for Change: Providing Solutions for Black Male Achievement* that is available through Amazon and other outlets.
- Encouraged member districts to establish their own local task forces on the achievement of African American males.
- Conducted student surveys in Council-member districts on needs and challenges of African American male students. *Released A Call for Change: High School Students' Perspectives on Educational Issues: Survey Results from the Richmond Public Schools, 2011-12 School Year.*
- Surveyed members of the Great City Schools on activities and initiatives they were pursuing to improve outcomes for African American males.
- Convened a second town hall meeting in 2013 on issues of race, language, and culture that was moderated by Harvard professor Charles Ogletree. A one-hour version of the meeting was televised on PBS.
- Held a webinar with Pedro Noguera on challenges and opportunities facing African American males in urban schools and what urban schools could be doing to improve.
- Published *Today's Promise, Tomorrow's Future: The Social and Educational Factors Contributing to the Outcomes of Hispanics in Urban Schools* in 2011.
- Published *Succeeding with English Language Learners: Lessons Learned from the Great City Schools* in 2009.
- Published *English Language Learners in America's Great City Schools* in 2013.

Males of Color in the Great City Schools
Proposed Additional Activities
By the
Council of the Great City Schools

- Encourage Council-member city school districts to adopt a resolution or pledge in support of strategies to improve the education outcomes of Males of Color in urban school systems.
- Strengthen early childhood programs in urban schools by expanding offerings for Males of Color, developing rubrics to review language-development strategies in the programs, creating components that acclimate students to school culture, and maintaining data on the effectiveness of the programs and the progress of individual pupils.
- Design and launch a series of grade three through eight STEM competitions nationally for Males of Color attending urban schools that would foster peer support, group cohesion, cognitive, social and academic development, and math and science skills and interest. Competitions would have teams of Males of Color working on joint STEM projects, and competing against other teams in the same grade, in different schools, districts, and nationwide. Pair the Males of Color competitions with regular literacy tutoring to build language skills and critical thinking consistent with College and Career readiness Standards.
- Design and launch an effort to increase student attendance in urban schools and decrease suspensions among Males of Color by scaling proven and promising programs. (The Council has already collected information on successful efforts in some urban schools to increase attendance and bring down suspension rates. Disseminate these models to other urban systems and encourage their use.)
- Create an "early-warning" data system as part of the Council's widely used Performance Management System and Key Performance Indicators to flag emerging trends and warning signs with Males of Color in our urban schools. Include in the data systems information on ninth-grade course taking patterns and course success among Males of Color in urban schools along with data on attendance, behavior, and class pass-rates. Include city-by-city indicators on the enrollment of Males of Color in gifted/talented programs and special education, and excused and unexcused absences.
- Partner with the College Board to identify Males of Color who score high enough on their PSATs to successfully participate in advanced placement or honors courses but do not do so — even when their schools offer such courses.
- Develop a tool kit for Council members and others on strategies for launching local initiatives and on systemic changes in our schools to improve outcomes for our Males of Color. Base interventions on early warning data.
- Expand the Council's Strategic Support Teams that provide on-the-ground technical assistance to member districts to include instructional and support activities to improve outcomes for Males of Color in urban schools.
- Continue Council webinar series on African American males with Call for Change authors Robert Green, Aisha Ray, James Moore III and Lamont Flowers, Alfred Tatum, Robert Moses, Mike Nettles, Oscar Barbarin, Leticia Smith-Evans, George Garrow, Ron Walker, and Hal Smith.
- Strongly support President Obama's "My Brother's Keeper" initiative.

African American and Hispanic Males in America's Great City Schools
Compiled by the
Council of the Great City Schools

- 7.0 million: Total number of students in the Great City Schools
- 15 percent: Percentage of all students in the nation who are enrolled in one of the 67 Great City School districts.
- 70 percent: Percentage of students in the Great City Schools who are eligible for a free or reduced price lunch
- 39 percent: Percentage of students in the Great City Schools who are Hispanic
- 32 percent: Percentage of students in the Great City Schools who are African American
- 8 percent: Percentage of students in the Great City Schools who are Asian American, Pacific Islander, Native American, or Alaskan Native
- 1,365,000: Approximate number of Hispanic males enrolled in the Great City Schools
- 1,120,000: Approximate number of African American males enrolled in the Great City Schools
- 280,000: Approximate number of Asian American, Pacific Islander, Native American, or Alaskan Native males enrolled in the Great City Schools
- 30 percent: Percentage of all African American male students in the nation enrolled in the Great City Schools
- 24 percent: Percentage of all Hispanic male students in the nation enrolled in the Great City Schools
- 25 percent: Percentage of all Asian American, Pacific Islander, Native American, or Alaskan Native males in the nation enrolled in the Great City Schools
- Albuquerque, Austin, Dallas, Denver, El Paso, Fort Worth, Fresno, Houston, Long Beach (CA), Los Angeles, Miami-Dade County, Providence (RI), Santa Ana (CA): Great City School districts with Hispanic enrollment over 50 percent
- Atlanta, Baltimore, Baton Rouge, Birmingham, Buffalo, Cincinnati, Cleveland, Columbus, Dayton, Detroit, District of Columbia, Indianapolis, Jackson (MS), Kansas City (MO), Memphis, Milwaukee, Newark, Norfolk (VA), Philadelphia, Pittsburgh, Richmond (VA), Rochester, St. Louis: Great City School districts with African American enrollment over 50 percent
- Boston, Bridgeport (CT), Broward County (FL), Charleston (SC), Charlotte-Mecklenburg, Chicago, Las Vegas-Clark County, Jacksonville (FL), Greensboro (NC), Tampa-Hillsborough County (FL), Minneapolis, Nashville, New York City, Oakland (CA), Oklahoma City, Omaha, Orlando-Orange County, Palm Beach County (FL), Sacramento, San Diego, Toledo, Wichita: Great City School districts with combined enrollments of African American and Hispanic students that are over 50 percent

Milwaukee Public Schools, which is currently implementing many of the areas of support detailed in the pledge, remains committed to continuous improvements in these areas in order to realize increased achievement and opportunities for male students of color enrolled in the district.

Administration's Recommendation

The Administration recommends that the Board adopt the above pledge to support males of color enrolled in Milwaukee Public Schools.

Director Sain moved to approve the administration's recommendation to adopt the pledge as read.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

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

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

The Board Clerk presented 35 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of April 29 and 30, 2014, and May 1, 5, 6, 7, 8, 9, 12, 13, 15, 16, 19, 21, and 22, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain. Spence, Zautke, and President Bonds—8.

Noes—Director Woodward—1.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Parent and Community Engagement Committee, Item 1, Report and Possible Action on Parental Engagement Activities and Opportunities;

Accountability, Finance and Personnel Committee, Item 2, 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;

Accountability, Finance and Personnel Committee, Item 3, Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; Action 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;

Legislation, Rules and Policies Committee, Item 1, Action on a Request to Waive Board Rule 1.11 and to Revise Board Rule Appendix A, Procedures for Appeals of Employee Disciplinary Hearings;

Strategic Planning and Budget Committee, Item 1, Action on Amendments to the Superintendent's Proposed FY15 Budget; and

Strategic Planning and Budget Committee, Item 2, Action on the Superintendent's Proposed FY15 Budget, including the Budgets for the School Operations, Construction, and Extension Fund.

On the motion of Director Holman, the balance of the Reports of the Standing Committees was accepted, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Parental Engagement Activities and Opportunities

Milwaukee Public Schools is committed to increasing parental engagement throughout the district, and the Office of Family and Community Engagement will continue to assist schools with resources to:

- guide parent-engagement strategies and activities;
- guide parents who are interested in helping with parent engagement at their children's schools; and
- provide tips for helping to increase student achievement and supporting children at home.

Activities to promote parental engagement during April 2014 include, but are not limited to, the following:

Partnerships

MPS partners with many organizations in prevention, intervention, and family-engagement activities. Some of the highlights from our partnership in the HIP/HIPPY program with the Children's Outing Association (COA) resulted in 972 families and 2,222 participants at 11 schools.

Participation in family nights focused on:

- literacy (art literacy)
- health
- Big on Books
- family camp/ social emotional learning
- communication through face-to-face interaction, alert now, flyers, and phone calls.

In addition, 686 home visits occurred in which 259 families received in-home instruction in reading strategies. 765 personal phone calls were made to increase communication efforts with families and over 145 hours of volunteer service garnered an increase in parental engagement in our schools.

PTA (Parent Teacher Association)

PTA uses its district-wide network to attract parents. Awareness of local PTA activities and opportunities in which to participate is communicated through newsletters and unit members. All units received newsletters, and parent newsletters were sent to all PTA members. In addition, all PTA members receive information through the Wisconsin PTA Convention packets.

Activities of local units include participation in the Stop the Violence Public Forum at Washington HS. The PTA representative has also been actively involved with Milwaukee Succeeds and its Parent Engagement Network work group, which includes attending parent coordinator meetings and helping create a toolkit for parent coordinators.

Membership in PTA units for the 2014-14 school year has increased by 536, plus 17 that are not recorded on the WI PTA listing's total, resulting in a 553, or 14.7%, member increase.

PTA also is planning a Parent and Community Resource Fair to be offered at each District Parent Center.

Upcoming Professional Development Workshops for Parents

Milwaukee Achievers continues to offer GED training and tutoring in the North Division District Parent Center.

Financial Literacy workshops and education workshops will be offered by Associated Bank, the Ways to Work Program, and College Access during the month of May. The times and locations of the sessions will be posted on the district's portal. For more information, please call the MPS Community Relations Specialist at (414) 875-6120, or email mpsparentcenter@milwaukee.k12.wi.us. Childcare and translation services will be available.

* * * * *

(Item 2) Action on a Request to Enter into Summer Contracts for 21st Century Community Learning Centers (CLCs) and Action on a Request to Approve a Memorandum of Understanding with Hunger Task Force for the Purpose of Providing Summer Meals and Expanded Summer Programming to Milwaukee's Youth and Families

Background

This summer, the District is working collaboratively with eight (8) community-based organizations to provide comprehensive summer learning programs for 48 elementary, middle-, and high-school CLCs. The Summer CLC program will operate between June 23, 2014, and August 29, 2014.

The Summer CLC program fills a huge void left in the City when the school year ends in June. The collaboration among the MPS Summer School Office and Milwaukee-area community-based organizations exposes youth enrolled in the summer CLC program to engaging enrichment activities and the academic support they need during the summer months.

In partnership with the Hunger Task Force (HTF), a limited number of CLC and playground sites will receive funds to extend recreational programming in high-need areas to ensure that youth continue to avail themselves of the summer meal program. The identified sites, which will operate as "open meal sites," will extend programming with the expressed purpose of providing access to supper meals for children under 18 years of age throughout the summer months.

Fiscal Impact Statement

This item authorizes total expenditures of $2,385,000 from the following accounts:

CSV-0-0-CNR-XX*-ECTS $1,615,000 (FY14 Extension Fund, Contracted Services)

DTI-0-S-W24-XX*-ECTS $301,000 (Wisconsin Shares Grant Fund, Contracted Services)

*appropriate site locations will be determined upon approval by the Board.

Approval of the MPS and HTF MOU authorizes expenditures up to $280,000 from School Nutrition Services funds, with reimbursement to come from a new grant.

Approval of the MOU with Hunger Task Force also authorizes expenditures up to $189,000 from the Extension Fund, with reimbursement to come from a new grant.

Implementation and Assessment Plan

The Director of the Division of Recreation and Community Services, or a designee, will monitor each agency's compliance with the contract and manage the reimbursements of expenditures. Program evaluations will be required from each agency.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to enter into summer contracts for 21st Century Community Learning Centers (CLCs), as attached to the minutes of your Committee's meeting, and that the Board approve the following MOU between the Milwaukee Board of School Directors and the Hunger Task Force for the purpose of providing suppers and expanded summer programming at various MPS sites:

Memorandum of Understanding
between
Hunger Task Force and the Milwaukee Board of School Directors
for the Provision of "Kohl's Serving Up Supper for Kids"

This agreement is between Hunger Task Force and the Milwaukee Board of School Directors (hereinafter referred to as "MPS").

Whereas Hunger Task Force and MPS believe the Summer Meals program is significant and necessary as Milwaukee is ranked among the 10 most impoverished big cities in the country, with 43% of children living in poverty; and

Whereas Hunger Task Force has received funding from Kohl's Department Stores via the "Kohl's Serving Up Supper for Kids" program established with the express interest of providing access to supper meals for children throughout the summer months; and

Whereas Hunger Task Force has received funding from Northwestern Mutual to provide family centered programming within the Amani Neighborhood to include summer meals and structured play at Gwen T. Jackson, Hopkins/Lloyd, Clark and North Division schools; and

Whereas the Hunger Task Force will serve as the grantor of funds to the Milwaukee Board of School Directors (hereinafter referred to as "MPS"):

Now, therefore, in consideration of the mutual covenants contained herein, the parties agree as follows:

MPS AGREES TO:

- Follow all terms and conditions of the Summer Food Service Program and the Child and Adult Care Food Program as outlined in formal contract with Wisconsin Department of Public Instruction.
- Operate "open meal sites" as outlined in Attachment 4 available free to any child under 18 years of age. Each site shall be staffed a minimum of six hours per day with a ratio of one supervising employee to 20 children. Between meals staff shall provide supervised and structured play and offer organized sports or academic activities.
- Collaborate to the fullest extent in establishing family oriented meal service at Gwen T. Jackson, Hopkins/Lloyd, Clark and North Division Schools and create safe healthy activities for families of the Amani Neighborhood.
- Attend all summer meals planning meetings with Hunger Task Force. Participate in a weekly conference call every Wednesday from July 23-August 20, 2014 to determine site closures.
- Notify 211 of site locations, hours and services prior to May 28, 2014 and call in program closures weekly as they occur through August 30, 2014.
- Pick up all coolers and outreach signs after June 3, 2014. Place and maintain outreach signs in prominent exterior building locations throughout June, July and August 2014. Return coolers and signs by September 12, 2014.
- Allow and encourage participation in meal service for adults accompanying children at Gwen T. Jackson, Hopkin's/Lloyd, Clark, North Division Schools and Burnham, Columbia, Merrill, Modrezejewski and Mitchell Parks and at the Woodlands Housing complex.
- Distribute outreach fliers to MPS schools prior to school year dismissal.
- Schedule SDC and MCFI to offer lunch and supper at Recreation sites throughout the summer.
- Submit meal participation data on a bi-weekly basis to Hunger Task Force via email (ashley.kluck@hungertaskforce.org) or fax (414-777-0489) using the reporting form included as Attachment 5.
- Submit monthly invoices to lisa@hungertaskforce.org for staffing costs at all authorized extended sites. No invoices will be submitted later than September 15, 2014. MPS agrees to bill only for employees working at the assigned sites and shall not bill for vacation, sick or training time away from the site. MPS will not bill administrative fees or for other non-specific charges. Supporting documentation of the invoice and invoice format are provided as Attachment 6. MPS will not utilize Hunger Task Force funds to supplant existing resources for staffing schools and playgrounds. Total staffing costs billed to Hunger Task Force for all staffing shall not exceed $189,000 without the express written approval of Hunger Task Force.
- Submit a single invoice for all suppers provided by MPS and any authorized meals provided to adults no later than September 15, 2014. Meals will be reimbursed at $3.50

each. The invoice shall not exceed $280,000 without the express written approval of Hunger Task Force. The invoice will offer site totals to be billed, excluding any meals that are billable to the Child and Adult Care Food Program or Summer Food Service Program. Field trip destinations to restaurants are not reimbursable.

- Comply with existing MPS non-discrimination policies, as amended, for employment and service to children.
- Assure that any contractors carry the minimum limits on insurance and show proof of financial responsibility under established MPS policies.
- Assure that all contractors comply with the MPS Livable Wage Policy.
- Credit Hunger Task Force, Kohl's Department Stores, and the Northwestern Mutual Foundation for activities provided under this contract in any printed materials or with media utilizing correct logos.
- Allow volunteers authorized by Hunger Task Force to monitor or survey any meal site operations.

HUNGER TASK FORCE AGREES TO:

- Reimburse MPS no more than $189,000 in order to extend recreation programming and offer suppers to youth during Summer 2014. Funds will cover operating expenses at MPS Recreation Playgrounds during the month of August as outlined in Attachment 4.
- Reimburse MPS $3.50 for each supper meal delivered to a Summer Meals site, a minimum of 67,000 meals ($234,500) and a maximum of 80,000 meals ($280,000). Direct Kohl's Serving Up Supper for Kids funding to reimburse MPS for documented expenses.
- Provide outreach/directional signs, backpack flyers, and coolers for all summer meals sites.
- Collect, compile, and analyze all meal participation data, including any surveys of meal satisfaction. Produce a final report for Kohl's Department Stores and the Jane Bradley Pettit Foundation.
- Convene all summer planning meetings. Convene a weekly conference call every Wednesday from July 23-August 20, 2014 to determine site closures.
- Receive and manage service complaints from 211.
- Comply with MPS non-discrimination policies, as amended, for employment and service to children.
- Provide written evidence of the required minimum limits on insurance and show proof of financial responsibility under established MPS insurance requirements by May 30, 2014.
- Comply with the MPS Livable Wage Policy.
- Comply with MPS Background Check requirements for all Hunger Task Force employees and volunteers providing services under this Memorandum of Understanding.
- To the fullest extent permitted by law, Hunger Task Force agrees to defend, indemnify, and hold harmless MPS, its officers, agents, employees and volunteers from and against all claims, demands, damages, liability, suits, judgments and decrees, attorney's fees, losses, costs and expenses of any kind or nature whatsoever which may come against MPS on account of injury or death of any person or persons or damage to any property occurring directly or indirectly from the performance or lack of performance or work hereunder, or negligence or carelessness, by Hunger Task Force or its employees, agents or volunteers, in connection with this Memorandum of Understanding. The indemnification contained herein shall survive the Term of this Memorandum of Understanding.

Term: June 2, 2014, through September 30, 2014.

The undersigned hereby agree to the roles and responsibilities set forth in this letter.

By: _____ _____
Sherrie Tussler/Executive Director Date
Hunger Task Force

By: _____ _____
Gregory E. Thornton, Ed.D. Date
Superintendent of Schools

By: _____ _____
Michael Bonds, Ph.D. Date
President, Milwaukee Board of School Directors

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

* * * * *

(Item 3) Report and Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Committee's 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

LRE is one of the most significant components in the 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. Special classes, separate schooling, or removal of children with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with special needs 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. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to high expectations and achievement outcomes for students with disabilities.

As part of its 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 least restrictive environment (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. Within the plan, schools must identify a team to work on ways to include students with special education with their non-disabled peers, set a target goal, and include steps to reach that goal.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 4) Report and Possible Action on Parental Dispute Resolution System (PDRS) - Special Education Data

Committee's 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 Special Education Oversight Action Plan (SOAP) has three essential components, one of which is to provide parents with information and a parent-friendly system to encourage early resolution of parental concerns and complaints. The goal of the system is to allow for easy access to needed information regarding special education and other information regarding school-related topics.

The district has identified five days as the targeted period of time in which to resolve each PDRS-special education complaint. In order to support school leaders in accomplishing the five-day target for each PDRS complaint, Central Services staff members are notified immediately in order to offer support to address the complaints.

Oversight and follow-up is provided via a weekly report summary of unresolved complaints, which is forwarded to the Regional Directors of School Support and the Regional Coordinators of Specialized Services, with the expectation of immediate follow-up with the school leaders. The Department of Specialized Services (Equitable Education Opportunities Coordinator) also follows up and confirms that action has been taken.

Fiscal Impact Statement

No fiscal impact.

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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 Certificated Leaves of Absence, Report on Certificated Resignations, Classified Retirements, and Affirmative Action Report.

Action on Classified Personnel Transactions

	Name and Assignment	Position and Salary	Date
		New Hires	
2	Fredrick Burrell	Building Service Helper I $11.13 per hour	04/28/2014
2	Jarrell Harris	Boiler Attendant Trainee $31,899.66	04/17/2014
2	Aron Moten	Boiler Attendant Trainee $31,899.66	04/28/2014
2	Michael Henry	Boiler Attendant Trainee $31,899.66	04/28/2014

5	Thomas Buczak	Central Kitchen Delivery Driver $19.71 per hour	04/23//2014
2	Rasuah Brunner	Central Kitchen Delivery Driver $19.71 per hour	04/22/2014
4	Shawna McLaughlin	Food Service Assistant $10.81 per hour	04/22//2014
5	Richard Migdal	Groundskeeper – Seasonal $15.42 per hour	04/14/2014
4	Gloria Gonzalez	Para Ed Assistant $17,823.69	04/04/2014
2	Tina Hollingsworth	Para Ed Assistant $17,823.69	04/22/2014
2	Rex Morgan	Para Ed Assistant $17,823.69	04/24/2014
2	Jeremy Rankin	Para Ed Assistant $17,823.69	04/22/2014
2	Rasika Perera	Para Ed Assistant $17,823.69	04/07/2014
4	Marylou Navarro	Para Ed Assistant $17,823.69	04/04/2014
4	Yuliana Robles-Estrada	Para Ed Assistant $17,823.69	04/01/2014
4	Angel Roman	Para Ed Assistant $17,823.69	04/01/2014
5	Jennifer Monte	School Nursing Associate $23,233.18	03/31/2014
2	Felicia Turner	School Nursing Associate $23,233.18	03/24/2014
4	Lilliannette Molina	School Secretary I – 10 MO $24,360.00	03/25/2014
2	Donna Baker	School Secretary I – 10 MO $30,211.32	04/22/2014
5	Mary Balistreri	School Secretary I – 12 MO $36,377.98	04/23/2014
		Promotions	
2	Eric Pruitt	Boiler Attendant Trainee $33,323.68	04/28/2014
4	Christian Garrido	Boiler Attendant Trainee $33,323.68	04/14/2014
2	Michael Nash	Boiler Attendant $41,234.96	04/14/2014
2	Lillie Lewis	School Engineer II $50,028.68	03/31/2014
2	Adrian Gibbs	School Engineer II $44,141.50	03/31/2014
5	David Helm	School Engineer II $44,141.50	03/31/2014
2	Leon Donald	School Engineer II $44,141.50	03/31/2014
2	Steven Morris	School Engineer II $44,022.42	03/31/2014
2	Kevin Brown	School Engineer III – 250,000 FT $55,787.42	04/28/2014

5	Diane Merryfield	Senior Technology Support Analyst $46,604.44		04/28/2014

Action on Certificated Appointments — Teachers

Ethnic Code	Teachers	Division	Salary	Experience Credit	Start Date
5, nr	Bequest, Amanda Jean Pec Ed Multi-categorical	BB	$41,070.00	1	3/21/2014
5, nr	Chavez, Sarah K Guidance	E	$49,917.00	3	4/7/2014
5, nr	Steinbach, Kristin Ann Social Studies	C	$42,286.00	1	3/24/2014

Action on Certificated Appointments — Psychologists

2, nr	Smith, Ramel LaMont IDEA- H.I. Diagnostic	51C	$81,030.52	0	4/22/2014

CODES

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-resident
(r) Resident

Counts

(1) Native American 0
(2) African American 1
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 0
(5) White 3
(6) Other 0
(7) Two or more ethnic codes 0

Males 1
Females 3

Action on Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., April 2014:		
Krawiecki, Beth	On Leave	March 3, 2014
Illness Leave Ext., May 2014:		
Scholtz, James	On Leave	April 29, 2014
Illness April 2014:		
Cary, Dennis	Carver	February 12, 2014
Muck, Kelly	Morse-Marshall	February 5, 2014
Smirl, Tamar	Bethune	March 12, 2014
Ulichny, Charlene	Lincoln Center	March 26, 2014
Wayd, Amy	Milwaukee Sign Lang.	March 18, 2014
Illness Leave, May 2014:		
Frank, Heather	Parkside	April 10, 2014
West, Yolanda	Maple Tree	February 18, 2014
Illness Leave, June 2014:		
Bahr, Melinda	Grantosa	May 9, 2014
Bedura, Beth	Curtin	March 11, 2014
Sanchez, Gloria	Lincoln Avenue	May 20, 2014

Personal Leave Ext., June 2015:

Adams, Holly	On Leave	August 2014
Boehm, Jeanette	On Leave	August 2014
Griffin, Michelle	On Leave	August 2014
Kulke, Dorothy	On Leave	August 2014
Schultz, Lisa	On Leave	August 2014
Posnanski, Meghan	On Leave	August 2014

Personal Leave, June 2015:

Coonen, Lauren	Elm	August 2014
Stolen, Thor	Gaenslen	August 2014

Report on Certification Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Work	1.0	2	Allena Berry	Teacher	Rufus King HS	05/28/14
Personal	10.5	5	Chris Brzinski	Teacher	Bradley Tech HS	01/24/14
Personal	15.7	2	Nneka Canser	Teacher	Westside Acad	03/31/14
Other Work	7.8	5	James Charles	Teacher	Washington HS	04/29/14
Retire	23.5	3	Yolanda Estante	Teacher	Kagel	06/17/14
Retire	28.8	5	Ellen Hader	Teacher	Riverside HS	06/16/14
Personal	11.0	4	Ana Johnson	Teacher	ALBA	05/28/14
Retire	11.0	5	Jacquelyn Kendall	Teacher	Craig	06/30/14
Other Work	3.0	5	Ericka McLaughlin	Teacher	Alliance	04/24/14
Personal	17.0	5	Karen Meyer	Teacher	Brown St Acad	06/17/14
Other Work	15.6	2	Jacquelyn Moga	Specialist	Central Svcs	04/11/14
Personal	12.5	5	Shahina Munir	Teacher	JMAC	06/17/14
Personal	1.0	5	Alyson Nagel	OT	Central Svcs	06/30/14
Personal	2.0	5	Nicole O'Donnell	Teacher	Roosevelt	06/17/14
Other Work	5.0	5	Luke Pinion	Psychologist	Goodrich	06/20/14
Retire	33.5	2	Stephanie Powe	Teacher	Groppi HS	06/17/14
Retire	11.7	5	Dorothy Pyles	Teacher	Hampton	06/17/14
Personal	30.9	5	Philip Riemer	Teacher	Hampton	04/25/14
Retire	25.0	6	Lisette Rodriguez	Teacher	Riverside	06/17/14
Retire	36.6	4	Graciela Salwat	Teacher	Pierce	07/17/14
Personal	1.0	5	Amy Scheuers	Teacher	Sherman	06/17/14
Other Work	3.7	5	Gregory Smith	Teacher	Bradley Tech	06/30/14
Retire	32.4	5	Janet Sternke	Teacher	Grantosa	07/05/14
Personal	5.0	5	Lauren Svacina	Teacher	Gaenslen	06/17/14
Personal	0.1	5	Joshua Tammi	Teacher	Longfellow	03/13/14
Personal	1.0	5	Alice Udelhofen	Teacher	Congress	06/30/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	29.6	2	Velinda Bivens	Safety Asst	Central Svcs	04/11/14
Retire	30.0	4	Albert Correa	HRMS Adm	Central Svcs	04/26/14
Retire	17.5	5	Lynn Ellis	Para	Central Svcs	04/29/14
Retire	9.7	5	Neil Mackenzie	BSH I	Burdick	04/26/14
Retire	27.6	2	Clara Murrell	Gen Ed Asst	ACL	04/20/14

Retire	16.3	2	Cheryl Randall	Para	Central Svcs	04/06/14
Retire	21.6	5	David Skindzelewski	BSH I	Parkside	04/02/14
Retire	17.6	2	Linda Stokes	SWA II	Central Svcs	04/12/14

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2014 is attached to the minutes of your Committee's meeting. This is an informational report that reflects data from prior month(s), and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective upon approval of the Board.

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

* * * * *

(Item 2) 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

Committee's Recommendation

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

(4)(r)	Jesus Santos	Principal South Division High School	Schedule 03, Range 15A $119,993.00
(5)(r)	Astrid Fossum	Curriculum Specialist - Math Office of the Chief Academic Officer	Schedule 03, Range 11A $103,983.00
(5)(r)	Suzanne Gahan	Principal Clement Avenue School	Schedule 03, Range 13T $103,217.00
(4)(r)	Sylvia Buckman	Principal La Escuela Fratney School	Schedule 03, Range 13T $103,173.00
(2)(r)	Stephanie Zollicoffer	Principal Fifty Third Street School	Schedule 03, Range 13T $102,002.00
(2)(nr)	Dr. Jeremiah Holiday	Principal Lowell Elementary School	Schedule 03, Range 13T $94,600.00
(2)(r)	Dr. Pandora Bedford	Professional Development Supervisor Organizational Development Office	Schedule 03, Range 09A $94,503.00
(2)(r)	Sheila Bost	Student Services Coordinator Family and Student Services Office	Schedule 03, Range 09A $94,503.00
(2)(r)	Monique Bell	Professional Development Supervisor Organizational Development Office	Schedule 03, Range 09A $88,000.00
(2)(nr)	Dr. Dennis Baskin	CTE Coordinator Office of the Chief Academic Officer	Schedule 03, Range 12A $75,166.00

(4)(r)	Regina Flores	Contract Compliance Manager Office of Chief Accountability & Efficiency Officer	Schedule 03, Range 11A $71,654.00
(2)(nr)	Richmond Izard	Sr. Systems Programmer Office of the Chief Operation Officer	Schedule 03, Range 05A $70,000.00
(5)(r)	Amy Kant	Webmaster Community Engagement Office	Schedule 03, Range 08A $63,722.00
(5)(r)	Bridget Morstad	Compensation Analyst Office of the Chief Human Capital Officer	Schedule 03, Range 03A $60,685.00
(5)(r)	Troy Clarke	Recreation Supervisor Office of the Chief Operation Officer	Schedule 03, Range 07A $59,211.00
(4)(r)	Marquez Guzmann	Budget Planning Assistant Office of the Chief Financial Officer	Schedule 03, Range 02A $53,040.00
(4)(r)	Alberto Adame	Auditor Office of the Board Governance	Schedule 03, Range 04A $46,562.00

Note: The above recommendations are for positions that are approved in the FY14 budget.

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

(5)(r)	Patricia Cimperman	LTE School Psychologist Office of the Chief Academic Officer	$50.00 per hour 4/21/14 to 6/20/14
(5)(r)	Kim Gulbrandson	LTE First Nation Studies Office of the Chief Academic Officer	$40.00 per hour 4/14/14 to 6/30/14
(5)(r)	Karen Elliott	LTE Library Media Specialist Office of the Chief School Administration	$40.00 per hour 2/1/14 to 6/30/14
(5)(nr)	Julie Bialk	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 4/1/14 to 6/13/14
(5)(r)	Geoffrey Carter	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 4/1/14 to 6/13/14
(5)(r)	David Caruso	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(5)(r)	Jack Dierks	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(2)(r)	Rozalia Harris	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(2)(r)	Jan Johnson Carlyle	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(2)(r)	Byron Lampkins	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 3/21/14 to 6/13/14
(5)(r)	Cynthia Marcetich	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 3/21/14 to 6/13/14
(5)(r)	Norman McLure	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 4/10/14 to 6/13/14

(5)(nr)	Debra Reuland	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(2)(r)	Debra Wallace	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 3/21/14 to 6/13/14
(2)(r)	Ouida Williams	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 4/1/14 to 6/13/14
(2)(r)	Louise Young Benson	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(5)(r)	John Zablocki	LTE Induction Specialist Office of Organizational Development	$30.00 per hour 2/28/14 to 6/13/14
(5)(r)	Anne Bergmann	LTE Coordination for Centralized Evaluation Teams Office of the Chief Academic Officer	$30.00 per hour 3/7/14 to 6/30/14
(5)(r)	Marianne Sem	LTE School Bookkeeper Office of the Chief Financial Officer	$21.77 per hour 2/17/14 to 6/30/14
(2)(r)	Jamar Britton	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(4)(r)	Ana Delgado	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Acecia Ellis	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Rhonda Johnson	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Sheila Love	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Anthony McClain	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(nr)	Justin McMurtry	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	LaToya Merchant	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Jasmine Mills	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Monie Overton	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	LaTasha Smith	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Roni Spiller	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Alfonzo Thomas	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Randolph Tyson	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14

(2)(r)	Montrel Wade	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Wanda Walker	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Alice Wells	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(r)	Alexander Williams	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14
(2)(nr)	Queina Willis	LTE Safety Assistant Office of the Chief School Administration	$20.00 per hour 4/11/14 to 6/17/14

Codes:

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

In accordance with notice previously given, Director Holman moved that the Board 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 of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

The Board retired to executive session at 8:00 PM.

The Board reconvened in open session at 8:45 PM.

Director Spence moved to approve the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Sain, Spence, Zautke and President Bonds—6.

Noes—Directors Holman, Miller and Woodward—3.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; Action 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.

Background

1. Recommended for the Board's approval at this meeting is purchase of:

- State Contract 15-20664-003
  Heartland Business Systems for Cisco Router Upgrade
  TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $156,378.80

- State Contract 15-20664-003
  Heartland Business Systems for Cisco 5508 Wireless Controller and Accessories
  TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $69,334.73

- State Contract 15-20400-905
  Paragon Development Systems, Inc., for Hewlett Packard Servers
  INF-0-0-TLN-DW-EMTC (Technology Licenses and Equipment — Maintenance Contracts) $126,789.42

B 5710 Troxell Communications, Inc., for Chromebooks and Chromebook Charging Carts:

- Award A, Chromebooks — a blanket contract for one year, with two possible one-year extensions not to exceed $3,524,750 for one year
  SLB-0-S-CSF-DW-ENCQ (Common School Funds — Non Capital Equipment) $199,905.72

  GEN-0-I-1F4-DW-ESUP (Title I Coordination of Instruction — Supplies) $1,153,939

  GEN-0-I-OF4-OI-ESUP (Title I Focus and Priority — Supplies): Various, by school location $1,445,955.28

- Award B, Chromebook charging carts, Chromebook service, and Chrome operating system licenses — a blanket contract for one year, with two possible one-year extensions not to exceed $451,812 for one year
  GEN-0-I-OF4-OI-ESUP (Title I Focus and Priority — Supplies): Various, by school location $395,335.50

2. The informational report on change orders in excess of $25,000 and the action on cumulative purchases in excess of $50,000 are attached to the minutes of your Committee's meeting.

3. 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.

4. The listing of donations offered to schools and departments is presented below:

School	Donor	Amount	Gift or Purpose
ALBA	Heartland Food LLC	11.89	Monetary Donation
Allen-Field	PPG Industries	997.00	Classroom Materials
Brown Street	Rotary Club of Milwaukee	4,200.00	Participate in Urban Ecology Center's NEEP Program
Chinese Language Academy	Donors Choose	639.99	Two Apple iPads
Elm	Lee Anne Brzenk-Nelson	1,653.23	Teacher Differention
Emerson	David Doucette	100.00	1st-grade art project
Fairview	Donors Choose	114.30	Classroom supplies
Fernwood Montessori	General Mills Box Tops	430.90	Educational materials
French Immersion	Americans for the Arts	1,000.00	Art in the Box
French Immersion	J&D Roznowski	25.00	Classroom supplies
French Immersion	French Immersion Foundation	3,000.00	African dance
German Immersion	Cimco	5.63	Monetary donation
German Immersion	Just Between Friends	50.00	General use for school
Greenfield	El Rey	500.00	Classroom visit to UWM and State Capitol
Hamilton	Jeri Jefferson	262.00	Socks for Girls' Basketball Team
Hartford	Charles Schwab - George Evans, Clat II Trustee	20,000.00	2013 year-end donation
Hawley	Jeffery Hembrock	485.00	Aquaponics system donation
Hawley	The Aquaponics Association	1,000.00	Aquaponics system donation
Hawthorne	Boston Store, Inc.	76.00	Cheerleaders fundraiser
Hawthorne	Westat Employee-owned Research Company	79.00	Monetary donation
Homeless Education Program	Florence Pearson	100.00	Monetary donation
King	Suzanne Maholias	100.00	Asian Club for cultural program
Kluge	Half Priced Books	300.00	PBIS prize incentives
Manitoba	Myra Orlowski	300.00	Monetary donation
Manitoba	"Parents"	100.00	Monetary donation
Manitoba	Lydia Carmona	200.00	Monetary donation
Maple Tree	Michael Tidrick	15.00	Artwork
Meir	Eaton Corporation	600.00	3D color printer — PLTW Program
Metcalfe	Rachel Johnson	150.00	Music enrichment
Milwaukee HS of the Arts	Shamrock Club of WI	250.00	Ocean of Soul Dance
Milwaukee HS of the Arts	William & Karen Bruss	100.00	Poetry Out Loud
Milwaukee HS of the Arts	Zoological Society of Milwaukee County	275.00	Orchestra supplies
Morse Marshall	Wells Fargo	36.90	Educational gift matching
Morse Marshall	ICF Business Operations	500.00	School award
Ninety-fifth Street	Sharon Lynne Wilson Center for the Arts	5,300.00	Art Camp
North Division	James B. Smith	50.00	Hoodies for newsletter team
Office of Academics – Extended Learning Opportunities	Little Free Library Gift Fund	209.70	Little Free Library

School	Donor	Amount	Gift or Purpose
Office of Academics - Specialized Services	Greater Milwaukee Foundation	5,000.00	Special education prom 2013-14
Office of Innovation	Hilton City Center	190.00	Gift certificate giveaway
Office of Innovation	BRT, LLC — Bill Maegli	60.00	Six gas cap wrenches giveaway
Office of Innovation	House of Harley	75.00	Harley Davidson giveaway
Office of Innovation	Harley Davidson	60.00	Harley Davidson clock giveaway
Office of Innovation	Southern Poverty Law Office	3,055.00	Classroom Supplies
Pulaski	Scott Linder - Teacher	100.00	Scholarship
Pulaski	Daniel Nattier	100.00	Scholarship
Pulaski	Daniel Fouliard	200.00	Scholarship
Pulaski	Lashawnda Davis	150.00	Scholarship
Pulaski	Jackie Weckwerth	125.00	Scholarship
Reagan	Kelben Foundation	1,000.00	PBL lab supportive materials
Reagan	Whitetails Unlimited	500.00	Archery Club
Reagan	Anonymous	100.00	Archery Club
River Trail	American Heart Association — Tim Nikolai Foundation	500.00	Home Depot gift card
Riverside	Friends of Willie Wade	100.00	Girls' Basketball Team
Riverside	Hamburger Mary's	50.00	RUHS GSA
Riverside	Jeff & Margaret Sweetland	100.00	RUHS musical
Riverside	Sharon Kolade	62.44	Monetary donation
Riverside	Sharon Kolade	62.44	Habitat for Humanity
Riverside	Andrew & Donna Strurycz	100.00	Track team
Riverside	Harley Davidson Foundation	500.00	Riverside Robotics
School to Work Transition Program	Boston Store, Inc.	210.72	Student aid fund
South Division	Colleen L. Hawbaker & Paul L. Hawbaker	3,000.00	Clemins Memorial Scholarship
Trowbridge	Mary Joe Neustifter	7,925.00	Rocky Mountain trip
Trowbridge	Mary Joe Neustifter	1,075.00	Rocky Mountain trip
Trowbridge	Mary Joe Neustifter	1,000.00	Rocky Mountain trip
Trowbridge	Christine E. Rundlolad	50.00	Rocky Mountain trip
Trowbridge	Patricia Cadorin	50.00	School field trips
Trowbridge	Youth Foundation	300.00	Rocky Mountain trip
Washington	Herbert H. Kohl Charities	250.00	Boys' Basketball
Wedgewood Park	Donors Choose	130.50	Classroom materials
Wedgewood Park	Ted and Mary Kellner	1,000.00	IB Program

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases — except for bid B 5710, for the purchase of Chromebooks and Chromebook charging carts from Troxell Communications, Inc., which your Committee is forwarding to the Board without recommendation; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

The administration submitted a revised recommendation, deleting bid B 5710 for the purchase of Chromebooks and Chromebook charging carts from Troxell Communications, Inc., and replacing it with the following:

B 5710 Authorization to Purchase with CDW Government LLC for Chromebooks

The administration is requesting authorization to enter into and agreement with CDWGovernmentLLC to purchase Chromebooks.

The Chromebooks will be used to replace obsolete desktop and laptop student computing devices and to decrease student-to-computer ratios.

This vendor was chosen pursuant to the Award A section of B 5710 for Chromebooks, Chromebook service, and Chrome operating system licenses and was the low complying bidder.

This will be a blanket contract for one year with two possible one-year extensions not to exceed $3,550,250 for one year.

Budget Codes:
SLB-0-S-CSF-DW-ENCQ (Common School Funds - Non-Capital Equipment) $199,938.00
GEN-0-I-1F4-DW-ESUP (Title I Coordination of Instruction – Supplies) $1,153,939.00
GEN-0-I-OF4-OI-ESUP (Title I Focus and Priority –Supplies) $1,860,923,00
Various .....By School Location

Director Sain moved to approve the administration's revised recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke and President Bonds—8.

Noes—Director Woodward—1..

* * * * *

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

Background

Recommended for the Board's approval at this meeting are construction contracts inclusive of:

- KPH Construction Corp. for exterior painting at Trowbridge, Code FAR00MM2TR ECNCPNT4 .....$62,893.00
- KPH Construction for exterior painting at Cass, Code FAR00MM2CS ECNCPNT4.....$154,321.00
- Wil-Surge Electric for emergency generator system replacement at Madison, Code FAR00MM2JM ECNC $169,390.00
- Gibraltar Landscape & Construction for athletic field bleachers at Bradley Trade & Technical, Code MBM0ABDHMT EMMB; MBM0SBX4MT EMMB and FAR00MRSMT ECNC.....$56,940.00.

- Poblocki Paving for parking lot reconstruction at Wick Playfield, Code CSV00PRCW2 ECNC .....$267,887.00.
- JCP Construction for exterior door replacement at Bay View, Code FAR00MM2BV ENCNWND4 .....$273,112.00.
- Bluemels Maintenance Services for new tot lot at Gaenslen, Code FAR00OSADW ECNC .....$248,630.00.
- Bluemels Maintenance Services for new tot lot at Spanish Immersion, Code 00000CMPSI EOTH $137,500.00
- Sonag Company for fire alarm modifications at Kosciuszko Campus, Code FAR00MM2KZ ECNC .....$77,790.00.
- Allcon for fire alarm modifications at Walker Campus, Code FAR00MM2WK ECNC ..... $104,915.00.
- Burkhart Construction for pool piping replacement at Gaenslen, Code FAR00MM2GS ECNCPLB2 .....$125,300.00.
- Butters-Fetting for Domestic Hot Water Tank and Heating Plant Replacement at Parkside, Code FAR00MMSFR ECNCHVA4 .....$449,000.00.
- Langer Roofing & Sheet Metal for roof replacement at Clemens, Code FAR00MM2CL ECNCROF4 .....$533,650.00.
- Langer Roofing & Sheet Metal for roof replacement at Franklin, Code FAR00MM2BF ECNCROF4.....$685,830.00.
- M.M. Schranz Roofing for roof replacement at Greenfield, Code FAR00MM2GN ECNC.....$646,920.00.
- Abel Building Restoration for masonry restoration at Cass, Code FAR00MM2CS ECNCPNT4 .....$232,000.00.
- Arteaga Construction for masonry chimney modifications at Vieau, Code FAR00MMSVU ECNCMSN4.....$168,000.00

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts 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 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:

- Family Music to repair and service musical instruments.....$95,000
- Melk Music to repair and service musical instruments.....$95,000

- SAA Design Group, Inc., for development of an outdoor recreation facilities master plan $150,720
- United Healthcare for the administration of the District's health plans $6,836,476

Committee's Recommendation

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

- Family Music, IMS-0-0-IMC-DW-EMTC $95,000
- Melk Music, IMS-0-0-IMC-DW-EMTC $95,000
- SAA Design Group, Inc., CSV-0-0-PRC-RC-ECTS $150,720
- United Healthcare, DWC-0-0-EMB-DW-EMDI $6,836,476

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

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

- Milwaukee Area Workforce Investment Board for summer youth employment program $100,000
- Career Cruising for virtual library subscription renewal $83,748
- Discovery Education for virtual library subscription renewal $317,732
- OverDrive for virtual library subscription $58,876.50
- Follett School Solutions for District-wide annual support $120,205.62

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts, as attached, with:

- Milwaukee Area Workforce Investment Board, HXP-0-0-SSF-DW-ECTS $100,000
- Career Cruising, SLB-0-S-CSF-DW-ENTB $83,748
- Discovery Education, SLB-0-S-CSF-DW-ENTB $317,732
- OverDrive, SLB-0-0-CSF-DW-ENTB $58,876.50
- Follett School Solutions, SLB-0-S-CSF-DW-ENTB $120,205.62

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

* * * * *

(Item 7) Report and Possible Action on First-through-Third-Quarter 2013-2014 Grants Development and Community Partnership Activity

Committee's Report

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

Background

The District applied for a total of $42.6 million through 48 competitive grants during the first three quarters of FY14. Through March 31, 2014, those applications resulted in $12.3 million in awards, with $3.8 million still pending.

The Administration continues to seek out new grant opportunities that are aligned to the District's mission and vision and that will support MPS's efforts to improve educational outcomes for students.

The Milwaukee Public Schools Foundation will award the 5th annual MPS Public Scholars Scholarship in June. The MPS Public Scholars program was established in 2009 through a generous anonymous donation to the Foundation. The donor has provided over $280,000 in scholarships through this program. The first two scholars who received the scholarships will graduate from college this spring. The scholarship donor has opted to change the number of scholarships, which are $5,000 each and renewable for up to three years, from five to one. The donor will maintain a commitment to current scholars who continue to meet renewal criteria. Dollars raised by MPS employees through the Combined Giving Campaign will allow the Foundation to support one additional scholarship, bring the total number of scholarships for the Class of 2014 to two.

Please see attachment to the minutes of your Committee's meeting for detailed grant and community partnership information.

Fiscal Impact Statement

This item does not authorize expenditures.

* * * * *

(Item 8) Action on a Request for Authorization to Enter into a Lease between the Milwaukee Board of School Directors and Milwaukee Youth Arts Center, Inc., for Parking at Golda Meir

Background

Milwaukee Public Schools (MPS) and the Milwaukee Youth Arts Center (MYAC) have an excellent working relationship that supports student learning, high student performance, and a focus on services and programming in the arts. MYAC has a direct working relationship with the Golda Meir program, and both programs share resources on an as-needed basis.

MYAC has shared the use of its space for music training and workshops for our teachers. It has also provided programming as a part of the MPS Partnership for the Arts and Humanities. Based on its close proximity to Golda Meir, it has developed a strong partnership to provide arts programming specifically in the areas of theatre and dance.

As part of this long-standing relationship, MYAC has leased a parking lot located at the southwest corner of North 4th Street and West Galena Avenue and is looking to renew this agreement to assist with its overflow parking.

The use of parking facilities is non-exclusive and is restricted to parking of vehicles owned or operated by its employees, guests, and invitees after normal school hours Monday through Friday and all day Saturday and Sunday. MYAC's use shall not interfere with normal school operations or special events of the school or the district.

The annual lease rate is $1.00. In return, MYAC shall provide educational services as may be mutually agreed to for Golda Meir or other schools. Such services shall be at no cost to the school(s).

There is language within the lease that will allow the district to terminate the lease to accommodate the expansion at Golda Meir or any other long-term district needs.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Once this item is approved by the Board, the Administration will execute the lease (see attachment to the minutes of your Committee's meeting).

Committee's Recommendation

Your Committee recommends that the Board approve the Lease Agreement, as attached to the minutes of your Committee's meeting, with the Milwaukee Youth Arts Center, Inc.

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

* * * * *

(Item 9) Action on a Request for Authorization to Enter into a Lease between the Milwaukee Board of School Directors and the Next Door Foundation at Holmes Elementary School

Background

Milwaukee Public Schools and the Next Door Foundation (NDF) have created a strong partnership at Holmes Elementary School. The NDF is a service provider for Milwaukee's Head Start program and is currently using space, by way of a Right of Entry, at Holmes Elementary School to provide these important services. The initial agreement was established as a short-term remedy to meet the immediate space needs of NDF.

The district's Theory of Action identifies ways for the district to best leverage existing district assets to expand high-performing programs and to improve educational opportunities for students and families. The proposed lease accomplishes this objective by allowing the district to support a strong partnership between Holmes Elementary and NDF that has great potential to increase district enrollment.

Holmes Elementary School had space available in the NDF zone, and in June of 2013, the school and NDF collaborated on a pilot program which would allow the Next Door Foundation the opportunity to occupy space from the district for the purpose of providing Head Start programming, with the intent of those students enrolling into Holmes Elementary School or another MPS program.

This collaboration provides quality space for a high-performing Head Start program and allows for an easy and simple continuum of services for families participating in the Head Start program. This partnership and combination of services within one building is one strategy that the Administration is pursuing in an effort to provide a continuum of services to parents and families.

The lease is an incentive-based lease in which the Next Door Foundation will pay no rent if 80% of the students participating in the Head Start program enroll in an MPS program.

Fiscal Impact Statement

This item does not authorize expenditures. Typically lease proceeds are deposited into the Construction Fund, but, as this is an incentive-based lease, the lease rate is waived if the 80% program enrollment target is met.

Implementation and Assessment Plan

Once this item is approved by the Board, the Administration will execute the lease as attached to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board approve the Lease Agreement, as attached to the minutes of your Committee's meeting, with the Next Door Foundation.

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

* * * * *

(Item 10) Action on a Request for Authorization to Submit an Application to the Wisconsin Department of Public Instruction to Participate in the Community Eligibility Provision (CEP) for Free Breakfast and Lunch Program

Background

The Community Eligibility Provision (CEP) is a four-year reimbursement alternative for high-poverty schools/districts to offer free, nutritious breakfast and lunch to all students enrolled through the National School Lunch (NSLP) and School Breakfast Programs (SBP). It is intended to improve access to free school meals in eligible high-poverty schools/districts.

The CEP uses information from other programs, including the Supplemental Nutrition Assistance Program (SNAP) and the Temporary Assistance Program for Needy Families (TANF), to verify eligibility instead of using traditional meal-benefit applications (paper applications and online applications).

To obtain funding, programs such as Sage, Title 1, and E-rate would still need socio-economic data that, in previous years, came from the meal-benefit application. Under this provision, School Nutrition Services would not be permitted to collect applications for free and reduced-price school meals on behalf of children in schools participating in CEP. An agency seeking to obtain socio-economic data from students would be required to fund this effort separately from the NSLP and SBP because these are not allowable costs to School Nutrition Services while participating in CEP. That being said, an option would be to revise our current Meal Benefit Application by removing all references to meal eligibility and the USDA language and putting some information for parents/guardians on the back of the application explaining why the district still needs to collect income data (e.g., completion of the form may mean additional benefits for their children, their schools, and the district).

Participating in CEP allows the district to provide a nutritious free breakfast and lunch to all MPS students, thus optimizing their full potential to learn.

Fiscal Impact Statement

This item does not authorize expenditures. The Office of Finance and the Office of Accountability and Efficiency will be working prior to final submission of the application to analyze financial impacts. If that analysis identifies issues likely to impact the FY15 budget, those concerns will be shared with the Board.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit the application to the Wisconsin Department of Public Instruction. If the application is approved by DPI, the Administration will share the district's implementation plan, along with any fiscal impacts, with the Board.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to submit an Application to the Wisconsin Department of Public Instruction to participate in the Community Eligibility Provision (CEP).

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

* * * * *

(Item 11) Action on Revised Salary/Wage Structure for MPS Certificated and Classified Employees for Fiscal Year 15

Background

The current FY15 proposed budget provides funding earmarked for raises for employee groups. This proposal for implementation of increases in FY15 provides a bridge to the proposed biennial budgeting process which would begin in FY16. Most significantly, the proposed raises would place teachers onto a simplified salary structure that will provide a basis for future increases through the Board's budgeting process.

Fiscal Impact Statement

The total cost to implement the proposed wage and salary increase for the FY15 is $6.5 million, with additional benefit costs of $1 million. This cost is earmarked within the proposed FY15 budget. To the extent that the Board authorizes these increases as a base-building wage/salary increase, future action will need to be taken to sustain this increased cost in future budgets and to authorize bargaining with impacted employee groups.

Implementation and Assessment Plan

The Administration will implement the proposed salary/wage rates effective July 1, 2014. The Administration will return with a proposal to make these increases base-building, dependent upon the outcome of base wage negotiations, as may be applicable to those employee groups under collective bargaining agreements and the Administration's recommendation for cost-saving measures necessary to sustain any increases in future budgets.

The Administration will hold meetings for employee groups to communicate the proposed compensation structure and its impact.

Committee's Recommendation

Your Committee recommends that the Board approve non-base building increases for the following employee groups as outlined, to include:

1. Placement of teachers for FY15 onto proposed single salary structure with teachers receiving individual raises ranging from $454 to $2,060;
2. 1.46% increase to those individuals within the teacher classification (e.g. nurses, social workers, physical therapists) who are not placed into a new salary structure;
3. 1.46% increase for the following employee groups:
    a. Classified Employees (non-administrators only)
    b. Administrators and Supervisors
    c. Cabinet-Level Employees
    d. Office of Board Governance

e. Office of Accountability and Efficiency

f. Psychologists

4. Place large high-schools' principals within the current range of 15A, with a starting level no lower than $115,000.

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

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Sain 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 Waive Board Rule 1.11 and to Revise Board Rule Appendix A, Procedures for Appeals of Employee Disciplinary Hearings

Background

As a result of Act 10 and the subsequent implementation of the MPS Employee Handbook, there is a need to revise Board Rule Appendix A, Procedures for Appeals of Employee Disciplinary Hearings. On page 28 of the version of MPS Employee Handbook dated February 2014, the third step of the grievance procedure outlines the circumstances in which applicable employees may appeal the decision of the Independent Hearing Officer (IHO) to the Board. This section dictates that there will be both a paper review process and a hearing process which are to be located in the appendices to the Board Rules.

Research was conducted regarding how other large Wisconsin and Metro-Milwaukee districts process Board-level appeals and hearings. The Office of Board Governance then began working with the Office of Accountability and Efficiency, the Office of Human Capital, and legal counsel to revise MPS's processes. Information regarding the resultant drafts was shared with the Board and employee representatives to solicit input and to address concerns.

Some of the key revisions reflected in the attached draft include:

1. the appeal must be filed within ten (10) days of receipt of the IHO's decision;
2. the appeal must include specific information regarding why the appellant feels the IHO's decision was arbitrary and capricious;
3. the appeal must be based solely on the record before the IHO;
4. the Board will assign an impartial advisor to review the record, create a summary, and provide a recommendation to the Board;
5. The Board must sustain the decision of the IHO if it finds that the IHO's decision was not arbitrary and capricious; if the Board finds that the IHO's decision was arbitrary and capricious, the Board may make an independent decision based on the written record or hold an appellate hearing and make a decision based on the written record and oral arguments, (no additional testimony or evidence will be accepted);

6. Following the Board's review of the written record or the Board's appellate hearing, if the Board determines that the IHO's decision was not arbirary and capricious, it must uphold the decision of the IHO; if the Board determines that the IHO's decision was arbitrary and capricious, the Board may sustain, deny, or modify the IHO's decision; and

7. The decision of the Board is final, binding, and not subject to review.

In order to consider to consider these revisions immediately, and to implement them immediately if they are approved, the Board will have to waive Board Rule 1.11, Amendments to the Rules, which states as follows:

> Proposed amendments to the rules shall be presented at a regular Board meeting and shall be referred to the Committee on Legislation, Rules and Policies for its consideration and report thereon. The Committee's report with respect to such proposed amendment shall be presented to the Board and then held over until the next meeting, when it shall be considered and acted upon by the Board…

Furthermore, a recorded affirmative vote of a majority of the members of the Board is required for the adoption, amendment, or repeal of rules.

Fiscal Impact Statement

No direct fiscal impact.

Implementation and Assessment Plan

If approved by the Board, Board Rule Appendix A, Procedures for Appeals of Employee Disciplinary Hearings, and the corresponding attachment will immediately be implemented, and the MPS Rules & Policies Manual will be updated to reflect the revision.

Committee's Recommendation

Your Committee recommends that the Board:

1. waive Board Rule 1.11 to allow for the immediate consideration of revisions to Board Rule Appendix A, Procedures for Appeals of Employee Disciplinary Hearings; and

2. approve the revised Appendix A, Procedures for Appeals of Employee Disciplinary Hearings, and corresponding attachment as presented below, to become effective immediately upon approval by the Board:

Appendix A:
PROCEDURES FOR APPEALS OF EMPLOYEE
DISCIPLINARY HEARINGS

(1) FILING OF REQUEST FOR APPEAL

(a) The employee may appeal the decision of the Independent Hearing Officer (IHO) to the Milwaukee Board of School Directors (Board). The Administration, at the request of the appropriate executive officer, may also appeal the decision of the Independent Hearing Officer (IHO) to the Board. The appeal must be filed, in writing, with the Office of Board Governance, within ten workdays of receipt of the IHO's decision. An appeal to the Board is permitted only in matters involving an employee termination, disciplinary demotion, a disciplinary suspension in excess of five workdays without pay, or workplace safety issues.

(b) The appeal must specifically state the basis for the appeal, including the issues, concerns, and any information regarding why the appellant feels that the IHO's decision was arbitrary and capricious. The appeal must be based on the record before the IHO and shall not introduce evidence or arguments that were not presented to the IHO.

(2) STANDARD OF REVIEW

The standard of review for the Board is whether or not the decision of the IHO was arbitrary and capricious. A decision will be considered arbitrary and capricious if it is a willful and unreasonable action, without consideration or in disregard of facts, or without determining principle .If the decision was not arbitrary and capricious then the Board is required to find on behalf of the prevailing party.

(3) REVIEW BY BOARD

The Board will not take additional testimony or evidence. The opposing party may file a response to the letter of appeal within ten (10) workdays of receipt of the appeal. The Board will decide whether the IHO reached an arbitrary and capricious decision based on the information presented to the IHO, the letter of appeal, and the opposing party's response. The Board shall, in each situation, assign an impartial advisor to review the paper record and within 20 workdays of the due date of the opposing party's response, create a summary and recommendation for the Board's review.

(4) DELIBERATIONS

(a) The Board will retire into executive session and deliberate upon and consider the impartial advisor's summary and recommendation, to determine, based upon that summary and recommendation, whether the IHO reached an arbitrary and capricious decision. The record from the hearing before the IHO will also be available to the Board.

(b) If the Board determines that the IHO did not reach an arbitrary and capricious decision, the Board will sustain the IHO.

(c) If the Board determines that the IHO reached an arbitrary and capricious decision, the Board will, in its sole discretion:

1. review the written record from the hearing before the IHO and make an independent decision based on that record; or

2. hold a Board appellate hearing and make a decision based on the arguments presented at the hearing. If the Board decides to hold a Board appellate hearing, the Board appellate hearing will be held in accordance with the guidelines set forth in the attachment.

(5) DECISION OF THE BOARD

(a) The Board's written decision will be made within forty-five (45) workdays, or as soon as is practicable, of receipt of the impartial advisor's summary and recommendation, or the conclusion of the written review or the Board appellate hearing.

(b) The Board's written decision regarding the appeal will state whether the IHO is sustained, denied or modified.

(c) The Board will decide the matter by a majority vote and the decision of the Board is final and binding and is not subject to further review.

(6) NOTICE OF BOARD ACTION

The appellant shall be informed in writing of the Board's decision.

(7) *EX PARTE* COMMUNICATIONS

Once an appeal has been filed, *ex parte* communications (contacts between the Board or one of its members and a party or a party's representative) shall be avoided.

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Appendix A Attachment:
PROCEDURESFOREMPLOYEEAPPELLATE HEARINGS

(1) PRE-HEARING INFORMATION

(a) Five (5) workdays before the scheduled start of the Milwaukee Board of School Directors' (Board's) appellate hearing, all parties shall receive the following:

1. a complete record of the hearing before the Independent Hearing Officer (IHO);
2. a copy of the appeal letter;
3. a copy of the opposing party's response to the appeal letter, if one was received by the Board; and
4. a copy of the Board Independent Advisor's summary and recommendation.

(2) PRESIDING OFFICER

(a) The Board President, or his or her designee, will preside over the hearing.

(b) The Board's presiding officer will have powers and duties subject to all applicable rules and will:

1. regulate the course of the hearing;
2. be apprised of conferences held prior to or during the hearing for settlement (if all parties so consent) or for simplification of the issues;
3. dispose of procedural requests or similar matters;
4. take other action authorized by the Board consistent with these rules;
5. direct, at beginning of hearings, that the records show the appearances of the parties or their representatives;
6. file with the Director of the Office of Board Governance a copy of the notice of Board appellate hearing which was served on the employee;
7. take full charge of the proceedings over the conduct of the participants and the orderly direction of the proceedings. The Board shall follow Robert's Rules of Order, except where in conflict with Board rules;
8. limit the time of the oral arguments so that the Board may ultimately receive them.

(3) EVIDENCE

Other than the oral arguments listed below and the aforementioned pre-hearing information, no additional evidence, testimony, information, or handouts will be accepted at the Board's appellate hearing.

(4) HEARING GUIDELINES

Each party will be allowed thirty (30) minutes to present an oral argument regarding whether or not the IHO's decision was arbitrary and capricious. Each party will be allowed only to refer to information provided in the pre-hearing packet to support their argument.

(5) DELIBERATIONS

(a) The Board will retire into executive session and deliberate upon and consider the pre-hearing information and the oral arguments offered at the Board appellate hearing.

(b) The Board must again determine whether or not the decision of the IHO was arbitrary and capricious. A decision will be considered arbitrary and capricious if it is a willful and unreasonable action, without consideration or in disregard of facts, or without redeeming principle. If the decision was not arbitrary and capricious, then the Board is required to find on behalf of the prevailing party.

(c) Otherwise, the Board may sustain, deny, or modify the IHO's decision/recommended action.

(d) The Board will decide the matter by a majority vote, and the decision of the Board is final and binding and is not subject to review.

(6) WAIVER

The employee may waive a Board appellate hearing by oral or written communication with the Administration or Board; by failing to request a Board appellate hearing; by failing to appear in person or by representative at the Board appellate hearing; or, having once appeared, by leaving the Board appellate hearing before the hearing is concluded.

(7) NOTICE OF BOARD ACTION

All parties will be informed in writing of the Board's decision to sustain, deny, or modify the IHO's decision/recommended action.

(8) OPEN/CLOSED HEARINGS

(a) The Board appellate hearing shall be closed unless the appellant requests otherwise. To ascertain the will of the appellant and to assure such participant of his/her right to either type of hearing, the presiding officer should put the question at the beginning of the hearing to the appellant.

(b) When the hearing is requested to be closed, those permitted to remain during the course of the hearing are as follows: employee and representative(s); Board members, administrators and administrative representative(s), and hearing staff.

(c) The presence of relatives is discretionary with the presiding officer. Discretion to exclude should not be exercised unless it appears that the relatives are likely to be disruptive of the hearing. Such relatives may be permitted to stay until such disruption is manifested.

(9) DISRUPTIONS

The Board will tolerate no disruptions during the Board appellate hearing. Persons deliberately disrupting hearings will be ordered by the presiding officer to desist from disrupting the meeting or may be removed with or without the vote of the Board.

(10) SUPERINTENDENT

The Superintendent (where his/her action or recommendation is presently under review by the Board) shall not attend or be present during the deliberations of the Board following the Board appellate hearing.

(11) COUNSEL/ATTORNEY

(a) The representative presenting the Administration's recommendation to the Board may present the oral argument. The appellant or appellant's representative presenting the Appellant's recommendation to the Board may present the oral argument. Neither the representative for the Administration, nor the appellant nor appellant's representative shall appear during the deliberations of the Board either on request or as a matter of routine.

(b) Neither the representative presenting the Administration's case, nor the appellant or appellant's representative, will, during the course of the Board appellate hearing, be the advisor of the Board. The independent advisor, acting solely as representative of the Board may be present at the time of the Board appellate hearing and during deliberations to advise the Board relative to questions the Board may have in their procedures or decisions.

(12) *EX PARTE* COMMUNICATIONS

Once a Board appellate hearing has been requested and a right to it established, *ex parte* communications (contacts between the Board or one of its members and a party or a party's representative) shall be avoided.

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Director Holman moved to approve the administration's recommendation.

Director Falk moved a substitute, to pass the item as written with the administration to bring back in the June 2014 cycle a policy for non-renewals, whether it be short-term or long-term.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Sain, Spence, Zautke and President Bonds—7.

Noes—Directors Miller and Woodward—2.

* * * * *

(Item 2) Action on a Request to Revise Administrative Policy 1.01, Vision and Mission, and to Eliminate Administrative Policy 1.02, Strategic Areas and Goals

Background

At its February 2014 meeting, the Milwaukee Board of School Directors unanimously approved the updated key elements that form the basis for an updated district strategic plan. The newly approved key elements include the mission and vision statements, as well as the core beliefs and goals.

To assure alignment between the Board's action and the administrative polices that pertain to these key elements, it is necessary to update the policies to reflect the newly worded key elements. For further clarity and efficiency, the Administration is recommending that all four key elements (mission statement, vision statement, core beliefs, and goals) be contained in one policy. Therefore, it is suggested that Administrative Policy 1.02 be eliminated and the updated information regarding the district goals be merged into Administrative Policy 1.01, Vision and Mission.

Fiscal Impact Statement

There is no fiscal impact.

Committee's Recommendation

Your Committee recommends that the Board approve the following revisions to Administrative Policy 1.01, Vision and Mission, and approve the elimination of Administrative Policy 1.02, Strategic Areas and Goals:

Administrative Policy 1.01
VISION, ~~AND~~ MISSION, CORE BELIEFS, AND GOALS

History	*Adopted 2-3-93; Revised 3-30-94; reaffirmed 4-20-95; revised 4-25-96; 7-29-98, 3-28-00,*
Previous	*Admin. Policy AA, AD, prior to May 1995*
Legal Ref.	
Contract Ref.	
Cross Ref.	

(1) Vision

(a) Milwaukee Public Schools will be among the highest-~~performing urban public~~ student growth school ~~districts~~ systems in the country~~, providing rigorous, high quality learning opportunities for students. Schools will enable lifelong learning among students, families, educators and other staff focused on continuous improvement. Teaching will be~~ All district staff will be committed to providing an educational environment that is child-centered, ~~based on research proven methods, and aligned to high academic standards; it will meet the learning needs of individual students~~ supports achievement, and respects diversity. ~~The district, its schools, and its employees will be accountable for measurable gains in student achievement.~~

~~(b)~~ Schools will be safe, ~~centers of community activity that are~~ welcoming, well-maintained, and accessible community centers meeting the needs of all. ~~Children will be provided maximum educational opportunities to become responsible citizens who make positive contributions to their communities. The district and its schools will strengthen partnerships with families and those in the community who influence and affect students and families.~~ 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 ~~educates~~ that welcomes all students, preparing them for success in higher education, ~~careers and responsible~~ post-educational opportunities, work and citizenship ~~so that MPS is the first choice for families~~.

(3) Core Beliefs

(a) ~~Children~~ Students come first.

(b) ~~The classroom~~ 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.

~~(c)~~(d) Leadership, educator development and child-driven data-informed decision making ~~and accountability~~ are keys to ~~our success~~ student achievement.

~~(d) Central Services supports student achievement.~~

~~(e) Families are valuable partners.~~

(e) Involved families are integral to increasing student achievement.

(f) Student voice is encouraged and respected.

~~(f)~~ (g) Quality ~~C~~ community partnerships add value.

(h) Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students.

(i) Central Services supports student achievement, efficient and effective operations, and student, family and community engagement.

(4) Goals

(a) Academic Achievement

(b) Student, Family and Community Engagement

(c) Effective and Efficient Operations

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

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(Item 3) Action on Revisions to Administrative Policy and Procedures 4.07, Student Nutrition and Wellness

Background

Administrative Policy and Procedure 4.07 were developed in response to the passage of Federal Public Law (PL108.265 Section 204) requiring each Local Education Authority (LEA) to have a local wellness policy in place by June 30, 2006.

In reference to Federal Public Law (PL108.265 Section 204), Administrative Policy and Procedure 4.07 reflect a coordinated effort and commitment to influence the nutritional and physical wellness of the nation's children.

Administrative Policy 4.07 outlines that the goal of Milwaukee Public Schools is to enhance the learning and development of lifelong wellness practices.

In accordance to Federal Public Law (PL108.265 Section 204), the purpose of revising Policy and Procedure 4.07, Student Nutrition and Wellness, is to include body mass index (BMI) language that supports the provisions made in the Student Nutrition Association Local Wellness Policy Guidelines as well as the adopted administrative policy and procedure.

Body mass indexes (BMIs) will be used to continue Milwaukee Public Schools' commitment in educating students and families about health-related fitness, specifically governing how height and weight is to be measured in Milwaukee Public Schools.

BMIs will be used to monitor district programming directed at improving nutrition and physical activity and will educate students and families about their children's weight categories.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the revisions indicated in Administrative Policy and Procedure 4.07, Student Nutrition and Wellness, will be put into effect, starting at the beginning of the 2014-2015 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Procedures 4.07, Student Nutrition and Wellness, as presented below:

Administrative Policy 4.07
STUDENT NUTRITION & WELLNESS POLICY

History	*Adopted 06-29-06*		
Previous Coding			
Legal Ref.	*PL108.265, Section 204*		
~~*Contract Ref.*~~			
Cross Ref.	*Admin. Proc.*	*4.05*	*School Nutrition Management*
	Admin. Policy	*4.06*	*Vending Machines*
	Admin. Proc.	*4.07*	*Student Nutrition & Wellness Procedures*
	Admin. Policy	*7.06*	*Health Education*
	Admin. Policy	*7.07*	*Physical Education*
	Admin. Proc.	*7.07*	*Physical Education*
	Admin. Proc.	*7.22*	*School Fund-raising Activities*
	Admin. Policy	*9.08*	*Advertising in the Schools*
	Admin. Policy	*9.11*	*School Governance Councils*

(1) HEALTHY SCHOOL ENVIRONMENT

(a) The following Wellness Policy was developed in response to the passage of Federal Public Law (PL108.265 Section 204) requiring each Local Education Authority (LEA) to have a local wellness policy in place by June 30, 2006. This policy reflects a coordinated effort and commitment from child nutrition professionals, school nurses, parents, school administrators, community representatives and local health department authorities. This policy also recognizes that schools have the unique opportunity to influence the nutritional and physical activity behaviors of the nation's children.

(b) It is the goal of the Milwaukee Public School District to make a significant contribution to the nutritional intake and physical fitness of each student by providing a school environment that enhances learning and development of lifelong wellness practices. At the center of a thriving school is a healthy, resilient, successful learner. The district recognizes that a carefully implemented school wellness policy will improve the health and safety of all members in the school community and improve the academic achievement of students. Schools must actively promote positive, motivating, wellness messages to reinforce the importance of personal health and wellness.

(2) NUTRITION EDUCATION

Nutrition education is fundamental to promoting lifelong healthful eating habits. Students in pre-kindergarten through grade 12 will receive nutrition education that teaches the skills they need to adopt healthy eating behaviors as referenced in Administrative Policy 7.06.

(3) NUTRITION GUIDELINES

During each school day, the food service program shall offer breakfast and lunch under the nutritional guidelines of the USDA's National School Lunch and Breakfast Program. 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. School nutrition management is outlined in Administrative Policy 4.05.

(4) PHYSICAL ACTIVITY

Every student shall participate in daily physical activity. Daily recess, physical education classes, extracurricular/after-school programs, and movement activities provide students with a physically active and healthful lifestyle. It is recommended that children accumulate at least 60 minutes of moderate to vigorous physical activity on all or most days of the week. This can be accomplished through several short periods of physical activity throughout the day. The guidelines for physical education classes are outlined in Administrative Policy 7.07.

(5) BODY MASS INDEX

Body Mass Indexes (BMIs) will be used for: education (to teach students and parents about health related fitness); surveillance (to monitor district programming directed at improving nutrition and physical activity); and screening (to inform parents ab ut their children's weight category).

(a) All children in grades four (4) through twelve (12) shall have their height and weight assessed each school year to calculate BMI for age percentile as part of a yearly fitness assessment in physical education class.

(b) Parents of students participating in BMI assessment will receive an opt out letter prior to height and weight measurement being performed so that they may notify the school if they do not want their children to be measured.

(c) Students have the right to opt out on the day of measurement if they so choose.

(d) Results of height, weight, and BMI will be sent home to parents.

(e) Data will be collected for all Milwaukee Public Schools yearly in order to determine trends in BMI among students.

~~(5)~~ (6) OTHER SCHOOL-BASED ACTIVITIES

After-school programs, including, but not limited to, Community Learning Centers, clubs, camps, day care, tutoring, and recreation activities, will encourage physical activity and healthy habit formation. Local wellness policy goals are also to be considered in planning all school-based activities (such as school events, field trips, fundraisers, dances, and assemblies). Whenever possible, fundraising activities should demonstrate the district's commitment to promoting healthy behaviors and improving personal wellness. Selling nutritious foods reinforces nutrition messages taught in classrooms and lunchrooms. Support for the health of all students is demonstrated by hosting health clinics, health screenings, and helping to enroll eligible children in Medicaid and other state children's health insurance programs.

~~(6)~~ (7) IMPLEMENTATION

(a) The Superintendent or her/his designee is charged with the timely and effective implementation of the wellness policy.

(b) 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.

(c) Principals as leaders of their school environment are expected to promote student nutrition and wellness by promoting a healthful school environment, promoting nutrition education, fully supporting school breakfast and lunch programs, and ensuring adequate physical activities for students. It is the principal's responsibility to ensure compliance with all federal, state, and local regulations pertaining to the sale of food and beverages in school, including vending machines, fundraisers, and advertising.

(d) Each school is hereby mandated to utilize school governance councils or to establish coordinated school health teams to implement this wellness policy. If creating a coordinated school health team, the principal of each school shall appoint parents, teachers, administrators, and students and shall submit the membership list of the committee to the Superintendent or her/his designee. Each team/council should discuss the wellness policy at least quarterly. The teams/councils will conduct a review of their respective schools to identify areas for improvement in physical education, physical activity, nutrition, and health services. These groups will report their findings to the school principal and develop with him/her a plan of action for improvement. The plan of action will be forwarded to the Superintendent or his/her designee on an annual basis for monitoring the district-wide implementation of the wellness policy.

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Administrative Procedure 4.07
STUDENT NUTRITION & WELLNESS PROCEDURES

History	*Adopted 06-29-06*		
Previous Coding			
Legal Ref.	*PL108.265, Section 204*		
Contract Ref.			
Cross Ref.	*Admin. Proc.*	*4.05*	*School Nutrition Management*
	Admin. Policy	*4.06*	*Vending Machines*
	Admin. Policy	*4.07*	*Student Nutrition & Wellness Policy*
	Admin. Policy	*7.06*	*Health Education*
	Admin. Policy	*7.07*	*Physical Education*
	Admin. Proc.	*7.07*	*Physical Education*
	Admin. Proc.	*7.22*	*School Fund-raising Activities*
	Admin. Policy	*9.08*	*Advertising in the Schools*
	Admin. Policy	*9.11*	*School Governance Councils*

(1) HEALTHY SCHOOL ENVIRONMENT

(a) The district values the health and wellbeing of students and staff. To promote school wellness, the district will plan and implement activities that support health-promoting behaviors. Educational activities for staff members may include information on healthful lifestyle behaviors, healthful eating, physical activity, and injury prevention.

(b) Healthful eating and physical fitness will be actively promoted by staff to students, parents, teachers, and the community at registration, parent group meetings, open houses, and health fairs.

(c) School staff are encouraged to model healthful eating and exercise behaviors. Schools should offer staff time and training to practice health-promoting activities.

(2) NUTRITION EDUCATION

(a) The district will provide and/or coordinate regular training to teachers, principals, coordinated school health team members and the food service staff on basic nutrition, nutrition education, and best wellness practices. Training will also be offered to teachers to facilitate the integration of nutrition education into core curriculum areas such as math, science, social studies, and language arts.

(b) Nutrition education, especially in the primary grades, must be emphasized for the students to be capable of making wise lifelong food choices. It is the role of the health and wellness curriculum specialist to develop a nutrition education curriculum. Beginning with the 2006-2007 school year, all K-12 instructional staff will be encouraged to integrate nutritional themes into daily lessons when appropriate. The health benefits of good nutrition should be emphasized. These nutritional themes include, but are not limited to:

1. Nutritional knowledge such as the benefits of healthy eating, essential nutrients, nutritional deficiencies, principles of healthy weight management, the use and misuse of dietary supplements and safe food preparations, handling and storage.
2. Nutrition-related skills such as planning a healthy meal, understanding and using food labels, and critically evaluating nutrition information, misinformation, and commercial food advertising.
3. How to assess personal eating habits, set goals for improvement, and achieve nutrition goals.

(c) The district nutrition and wellness policy reinforces nutrition education to help students practice these themes in a supportive school environment. Nutrition education will be offered in the school dining room and in the classroom, with coordination between school foodservice staff and teachers. Promotion occurs through the use of educational brochures, posters, and presentations.

(d) Schools are encouraged to participate in USDA nutrition programs (such as Team Nutrition) and to conduct healthy activities and promotions that involve students, parents, and the community.

(3) IMPROVING STUDENT NUTRITION

(a) All students are to receive the same quality school lunch and/or breakfast under all circumstances.

(b) Schools will not establish policies, class schedules, bus schedules, or other barriers that directly or indirectly restrict meal access.

(c) School principals will make participation and return of meal applications a high priority for their sites. Schools shall make efforts to ensure that families are aware of need-based programs for free or reduced-price meals (until universal free meals are available at each school).

(d) Schools are strongly encouraged to implement innovative breakfast programs such as breakfast in the classroom, grab-and-go bags, and breakfast carts in an effort to increase breakfast participation.

(e) School schedules are set to provide students with a minimum of 10 minutes to eat breakfast and 20 minutes to eat lunch, from the time the student is seated.

(f) Dining areas shall be clean, safe, and attractive and have enough space for seating all students comfortably.

(g) Lunch periods shall be scheduled as near the middle of the school day as possible.

(h) Schools are encouraged to offer meals during breaks in the school calendar whenever possible and to coordinate with other agencies and community groups to operate, or assist with operating, summer food service programs for students who are eligible for federal program support.

(i) The school shall encourage parents to provide a variety of nutritious foods if students bring bag lunches or snacks from home.

(j) Food is not to be used as a reward or punishment for student behaviors.

(k) The monitoring of vending machines by coordinated school health teams is highly encouraged to maximize the nutritional value of available snack foods (for a list of recommended healthy snacks, see Administrative Procedure 4.05, School Nutrition Management). Nutritional concerns should be brought to the attention of the school principal.

(4) FOODS OF MINIMAL NUTRITIONAL VALUE (FMNV)

(a) Federal regulations prohibit the sale of certain foods, determined to be of minimal nutritional value, in the foodservice area during meal periods. These are foods that provide less than 5 % of the U.S. recommended daily allowance per serving of protein, vitamin A, vitamin C, niacin, riboflavin, thiamin, calcium, and iron. Examples of FMNV foods include soda, water ices, chewing gum, and candy. Schools are generally discouraged from offering these foods at any time.

(b) Foods of minimal nutritional value may be offered in the following circumstances:

1. Accommodating Students with Special Needs: Special needs students whose individualized education program (IEP) plans indicate the use of a FMNV for behavior modification may be given FMNV.

2. School Events: It is at the discretion of the principal to decide what special events may serve FMNV. It is recommended that FMNV not be served at school events more than three times per year. During these events, FMNV may not be given during meal times in the areas where school meals are being served or consumed, and regular meal service (breakfast and lunch) must continue to be available to all students in accordance with federal regulations.

3. Instructional Use of Food in Classroom: Food provided for students as part of a class or school cultural heritage event for instructional or enrichment purposes would be exempt from the policy.

4. Athletic, Band and Other Competitions: School groups which leave campus to travel to athletic, band, or other competitions are exempt from FMNV procedures.

5. Birthdays: It is at the discretion of each school to allow for FMNV birthday treats. These treats will be served after the end of the lunch period.

6. Bag Lunches: This procedure does not restrict what parents may provide for their own children’s lunches or snacks. Parents are discouraged from providing FMNV for their own children’s consumption, or any other child’s consumption, before or during lunch time. A school may adopt a more restrictive rule, however, as local policy.

(5) INCREASING PHYSICAL ACTIVITY

(a) Each school must include periods of physical activity in the regular school day for each student enrolled in grades kindergarten to five. All schools should enforce existing physical education requirements.

(b) Movement activities can be integrated across the curricula and throughout the school day.

(c) Schools should encourage after-school childcare programs to provide developmentally appropriate physical activity for participating children and to reduce or eliminate time spent in sedentary activities. Schools should offer after-school intramural programs and/or physical activity clubs to promote physical wellbeing.

(d) It is strongly recommended that PE or recess be scheduled before lunch whenever possible.

(e) Recess or other physical activity should not be denied as a form of punishment or cancelled for instructional make-up time.

(f) Schools should work with their local neighborhoods to create an environment that is safe and supportive for students to walk or bike to school.

(6) BODY MASS INDEX

(a) Each school within Milwaukee Public School System will be held accountable for measuring their own students.

(b) Notification of Measurement

1. Parents of students in grades 4 through 12 will receive an opt-out letter prior to height and weight measurement being performed so that they may notify the school if they do not want their children to be measured.

2. Students will also have the right to opt out on the day of measurement if they so choose.

(c) Measurement Tools

1. Scales should be beam balance or electronic, have a stable weighing platform, be easily zeroed, and be able to be recalibrated.

2. Stadiometers should include a horizontal headpiece that is stable, easily calibrated, not attached to a scale, and can be brought into contact with the most superior part of the head.

(d) Measurement Procedures

1. Trained nurses or physical education teachers will perform measurements. Training will be performed during in-service or by video.

2. Measurement is to be performed in an area that allows for privacy (physical barrier from other students).

3. Students should be weighed wearing a single layer of clothing (shirts and pants or shorts). Shoes, jackets, and/or sweatshirts should be removed.

4. Students must be weighed and measured by trained staff member. Weight should be measured with both feet flat on the scale with the body in an upright position. Height will be measured with feet flat against floor and head positioned straight.

5. Measurements for weight and height must be repeated two times each. If different, measurements should be averaged.

6. The trained staff will ensure privacy of student data and promptly enter it into a secure database that is accessible only to legally authorized individuals and not accessible by students.

7. Students in grades 6 and up will be provided with their BMI data on a one to one basis by their physical education teacher. Students in grades below 6th grade will not have BMI data listed on any fitness assessment given to students. BMI data will be sent directly to parents.

(e) Storage of Information

Storage of results will occur in a secure database where BMI is calculated and letters to parents are automatically developed.

(f) Parent Notification of Results

1. Results of height, weight, and BMI will be sent home to parents. Information on activity and healthy eating will be included in materials sent to parents.

2. Concerned parents will be able to contact school point-person (i.e., nurse) who will be designated prior to initial assessment. Point-person will answer parents' questions.

(g) Evaluation of Data and Wider Dissemination

1. Data will be collected for all Milwaukee Public Schools yearly in order to determine trends in BMI among students.

2. MPS will post aggregate results for the district and by school annually on the district's website.

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

* * * * *

(Item 4) Action on Revisions to Administrative Policy and Procedures 7.17, Summer Schools

Background

The intent of Summer School is to provide the students of Milwaukee with summer school opportunities. Based on the availability of funds, the summer school program will offer students remedial and accelerated instruction as well as participation in enrichment activities.

Administrative Policy and Procedure 7.17 outline the district's policy and procedure for summer school staffing, student enrollment, and student conditions and specifications.

Current Administrative Policy and Procedure 7.17, Summer Schools, contain language that does not meet the need of the district due to the adoption of the Employee Handbook. The proposed revisions provide uniformity with that of the Employee Handbook made effective July, 1, 2013.

Due to the funding sources of Summer School, the proposed revisions contain new title language ("Summer Academy") that will align to each funding source.

The proposed revisions include language essential to the success and standards set by the Summer School program.

Act 257, regarding interim session, passed in April 2014. The Wisconsin Department of Public Instruction (DPI) is currently analyzing the legislative intent and will be issuing guidance to school districts this fall. The Administration is waiting on direction and guidance from DPI regarding ACT 257. Pending

this guidance, the Administration will certainly abide by any clarifications and bring any necessary additional adjustments to Administrative Policy and Procedures 7:17, Summer Schools, before the Committee on Legislation, Rules and Policies as soon as possible.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The revisions indicated in Administrative Policy and Procedure 7.17, Summer Schools, will be made upon approval by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the changes to Administrative Policy and Procedure 7.17, Summer Schools, as presented below:

Administrative Policy 7.17
SUMMER ACADEMY ~~SCHOOLS~~

History	*Codified 1976; revised 2-22-95*
Previous Coding	*Admin. Policy IGCA, prior to May 1995; Admin. Policy 9.17, May 1995-August 1996*
Legal Ref.	*W.S. 118.04, 121.54(4), 121.83*
~~Contract Ref.~~	*~~MTEA Contract (Teachers, Substitute Teachers, School Aides); ASC Contract; District Council 48, Locals 1053 and 1616~~*
Handbook	*Employee Handbook, 7-1-13*
Cross Ref.	*Admin. Policy 7.37 Graduation Requirements* *8.11 Admission of Nonresident Students* *8.13 Student Absences and Excuses* *8.19 Student Conduct* *Admin. Proc. 7.17 Summer Academy ~~Schools~~*

(1) The Milwaukee Public Schools offers a limited summer academy ~~school~~ 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 ~~Teachers~~ for summer programs shall be recruited, employed, and compensated ~~according to~~ in accordance with the provisions of the Employee Handbook. ~~contract between the Board and the Milwaukee Teachers' Education Association (Teachers)~~.

(3) Students who do not reside in the City of Milwaukee may have access to the summer academy ~~school~~ 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 ~~school~~ programs on a tuition basis. 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.

(4) An expelled student will not be allowed to participate in summer academy unless specified by order of the Board of Education.

(5) Transportation to and from summer academy classes will not be provided by the district except under certain special education classes or programs.

(6) Summer academy attendance does not in anyway guarantee promotion for students.

(7) Students may earn credits toward high-school graduation.

— ◊ —

Administrative Procedure 7.17
SUMMER ACADEMY ~~SCHOOLS~~

History	*Codified 1976*
Previous Coding	
Legal Ref.	
~~*Contract Ref.*~~	
Cross Ref.	*Admin. Policy 7.17 Summer Academy ~~Schools~~*

(1) It is the intention of the Board to provide the resident students (grades K5-12) of Milwaukee with summer enrichment, remediation, and accelerated ~~school~~ opportunities. Based on the availability of funds, a summer academy ~~school~~ program could include one or a combination of options, such as programs for students:

(a) who 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) who wish to learn and to improve in areas of special interest such as art or data processing;~~

~~(c) who wish to enroll in subjects which did not fit into their schedules during the regular school year, such as personal typing;~~

~~(d) who wish more intensive instruction in an area of special interest, such as music;~~

(b) ~~(e)~~ with exceptional education needs;

(c) ~~(f)~~ who wish to continue their bilingual/bicultural education;

(d) ~~(g)~~ who need to learn English as a second language;

(e) ~~(h)~~ who have failed a grade or a subject and wish to make up the failure by repeating the subject(s), either traditionally, online, or in a blended model;

~~(i) who have experienced previous failures and wish to make them up by enrolling in alternative subjects.~~

(f) who wish to continue their GED02 option for diploma;

(g) who wish to participate in enhanced learning opportunities.

(2) All plans for summer academy ~~schools~~ 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 ~~31~~ days of student attendance at the secondary level and ~~30 days of attendance at the~~ 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 ~~school~~.

(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. 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. Students who are absent from class for five (5) consecutive days without notification from a parent or guardian will be dropped from summer academy.

(6) 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.

(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. 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. Students who are absent from class for five (5) consecutive days without notification from a parent or guardian will be dropped from summer academy.

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

* * * * *

(Item 5) Action on Revisions to Administrative Policy 6.27, Time Schedules and Workload: Certificated Staff, and Elimination of Administrative Procedure 6.27, Time Schedules and Workload: Certificated Staff

Background

Administrative Policy and Procedure 6.27, Time Schedules and Workload: Certificated Staff, were developed in response to Federal Public Law PI 8.01(2)(f). Administrative Policy and Procedure 6.27, Time Schedules and Workload: Certificated Staff, outline the district's standard workday for certificated employees.

Current Administrative Policy and Procedure 6.27, Time Schedules and Workload: Certificated Staff, contain language that does not meet the need of district due to the adoption of the Employee Handbook. The proposed revisions provide uniformity with the time schedules and workloads for certificated staff set by the Employee Handbook made effective July, 1, 2013.

Eliminating Procedure 6.27, Time Schedules and Workload: Certificated Staff, will remove contradictory language which is no longer applicable due to the current standard operating schedules of certificated staff. Updating the language in Policy 6.27, Time Schedules and Workload: Certificated Staff, will properly align to the work schedules set forth in Part II: Professional Responsibilities and Expectations, section J: Workday and Workweek of the Employee Handbook.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The revisions indicated in Administrative Policy 6.27, Time Schedules and Workload: Certificated Staff, and the elimination of Administrative Procedure 6.27, Time Schedules and Workload: Certificated Staff, will be made upon approval by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 6.27, Time Schedules and Workload: Certificated Staff, as indicated below and the elimination of Administrative Procedure 6.27, Time Schedules and Workload: Certificated Staff.

Administrative Policy 6.27
TIME SCHEDULES AND WORKLOAD: CERTIFICATED STAFF

History	*Codified 1976; revised 3-29-95*
Previous Coding	*Admin. Policy GCJ, prior to May 1995; Admin. Policy 7.25, May 1995-August 1996*
Legal Ref.	
~~*Contract Ref.*~~	
Handbook	*Employee Handbook, 7-1-13*
Cross Ref.	*Admin. Proc. 6.27 Time Schedules and Workload: Certificated Staff*

(1) It shall be the responsibility of the Board to establish time schedules to enable the Milwaukee Public Schools to operate most efficiently.

(2) The work hours of administrators and supervisory personnel shall adhere to the Employee Handbook ~~vary~~ and be extended as necessary to fulfill requirements of the position.

(3) The work hours of teachers shall adhere to the Employee Handbook.

(~~3~~4) The ~~minimum school day~~ workday for teachers shall take into account actual teaching time and other responsibilities involved at each grade level, including the hours during which students are in school and short periods of time before they arrive and after they depart.

— ◊ —

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

* * * * *

(Item 6) Action on a Request to Eliminate Administrative Policy 6.24, Residency: Staff

Background

Wis. Act 20 states that a local unit of government, such as a school district, may not impose a residency restriction on its employees. Any residency requirement in place became nullified as of July 2, 2013, the effective date of the Act. As it stands, Administrative Policy 6.24 is not in compliance with Wisconsin Act 20. The elimination of Administrative Policy 6.24 reflects a change in order to be concordant with current Wisconsin law.

Fiscal Impact Statement

This item does not authorize expenditures. There is no cost associated with eliminating this policy.

Implementation and Assessment Plan

Upon approval by the Board, the elimination to Administrative Policy 6.24, Residency: Staff, will be made.

Committee's Recommendation

Your Committee recommends that the Board approve the elimination of Administrative Policy 6.24, Residency: Staff.

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

* * * * *

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 Amendments to the Superintendent's Proposed FY15 Budget

Background

On April 24, 2014, members of the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2015 district budget. On April 25, 2014, the Superintendent's proposed FY2015 district budget was posted on the MPS Portal for the general public to view.

Your Committee reports having received an overview of the Superintendent's proposed FY2015 budget from the Administration at its meeting on May 1, 2014. 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 FY2015 budget at its meeting on May 13, 2014. At that same meeting, your Committee conducted a worksession and took action on several proposed amendments to the Superintendent's proposed FY2015 budget. Your Committee reports that it did not approve for recommendation to the Board any amendments to the proposed FY2015 budget at this meeting.

Attached under separate cover for the Board's consideration and action, however, is the second round of proposed budget amendments, which were developed subsequent to the formulation of the Committee's report and are, therefore, being submitted directly to the Board without recommendation. Note that the numbering of these amendments continues from those of the first round.

Fiscal Impact Statement

To be determined based upon the action of the Board.

Implementation and Assessment Plan

Should the Board adopt any of the new proposed amendments, the customary budgetary resolutions relating to the adoption of the FY15 budget (see next item on your Committee's report) will be updated to reflect any impact of the adopted amendments prior to the Board's action on those resolutions.

Committee's Recommendation

That the Board determine what action it wishes to take regarding the second round of proposed amendments (as summarized below and contained in the attachments to this item, under separate cover) to the Superintendent's proposed FY15 budget, which were developed subsequent to the formulation of the Committee's report and are, therefore, being submitted directly to the Board without recommendation:

- Proposed Amendment #6 by Directors Holman and Miller to:

  (1) restore library services across the district that have been cut due to funding cuts;

  (2) increase all existing librarians' calendar hours to 200 days from the present 191 days;

(3) create a central work team of two librarians to coordinate and train library media specialist services throughout the district; and

(4) create a taskforce to begin to meet immediately to bring recommendations to the Board in August leading to a model or a combination of models that include quality full-time library services for all schools.

- Proposed Amendment #7 by Directors Sain and Miller to provide additional funding, in the amount of $300,000, for the addition of three schools to the cohort to be awarded through the Commitment School grant program approved by the Board in February 2014 for low-performing schools.
- Proposed Budget Amendment #8 by Directors Joseph and Holman to assign two teachers trained in Personalized Blended Learning lab (PBL) to South Division High School for the 2014-2015 school year.
- Proposed Amendment #9 by Director Woodward to dedicate $11,074,693 in the FY15 budget to limit class sizes to no more than 30 students in any classroom in the district.
- Proposed Amendment #10 by Director Miller to allocate $50,000 from either the Contingent Fund or carryover as determined by the Superintendent or his designee to:

  (1) Develop a communication system for the provision of health care benefits and services that both reaches all district employees and positions employees to access and receive the necessary support in navigating through their health care issues.

  (2) Create an inter-district committee that welcomes ideas from all district personnel as well as key stakeholders regarding health care options and savings mechanisms.

  (3) Utilize existing resources from the Office of Accountability, and Efficiency, the Office of Human Capital, and the Research and Development Department within the Office of School Innovation to collaboratively define and implement a process and create tools to garners feedback on health care matters as well as carry forward the tenets of this budget amendment using a committee structure.

  (4) Develop a health care delivery proposal that incorporates the vision and meets the needs of a cross sect of district employees, which is brought forward for presentation to and approval by the Board no later than the April 2015 Board cycle.
- Proposed Amendment #11 by Directors Miller and Sain to create a foundation for community schools in MPS by contracting with a local university for needs assessment and asset mapping for all commitment schools.

Director Spence moved to approve the Superintendent's proposed FY15 Budget.

Director Holman moved to approve proposed Amendment #6 for 2.0 employee librarians for $188,208.

The amendment was adopted, the vote being as follows:

Ayes—Directors Falk, Holman Joseph, Miller, Sain and Zautke—6.

Noes—Directors Spence and Woodward—2.

Voting "present"—President Bonds—1.

Amendments #7, #8 and #9 were withdrawn.

Director Miller moved to approve proposed amendment #10, revised as follows:

- Allocate ~~$50,000~~ $4.00 from either the Contingent Fund or carryover as determined by the Superintendent or his designee to:

  (1) Develop a communication system for the provision of health care benefits and services that both reaches all district employees and positions employees to access and receive the necessary support in navigating through their health care issues.

  (2) Create an inter-district committee that welcomes ideas from all district personnel as well as key stakeholders regarding health care options and savings mechanisms.

  (3) Utilize existing resources from the Office of Accountability, and Efficiency, the Office of Human Capital, and the Research and Development Department within the Office of School Innovation to collaboratively define and implement a process and create tools to garners feedback on health care matters as well as carry forward the tenets of this budget amendment using a committee structure.

  (4) Develop a health care delivery proposal that incorporates the vision and meets the needs of a cross sect of district employees, which is brought forward for presentation to and approval by the Board no later than the April 2015 Board cycle.

Amendment #10 failed of adoption the vote being as follows:

Ayes—Director Miller—1.

Noes—Directors Falk, Holman, Joseph, Sain, Spence, Woodward, Zautke and President Bonds—8.

Amendment #11 was withdrawn.

The question being on the original motion to approve the FY15 budget, Director Falk moved a substitute: to accept the revised Superintendent's Proposed FY15 Budget with the approved budget amendments.

The substitute motion was adopted, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Zautke and President Bonds—7.

Noes—Directors Spence and Woodward—2.

* * * * *

(Item 2) Action on the Superintendent's Proposed FY15 Budget, including the Budgets for the School Operations, Construction, and Extension Fund

Background

On April 24, 2014, members of the Milwaukee Board of School Directors received copies of the Superintendent's Proposed 2014-2015 District Budget. On April 25, 2014, the Superintendent's Proposed 2014-2015 District Budget was posted on the MPS Portal for the general public to view.

Your Committee reports having received an overview of the Superintendent's proposed 2015 budget from the Administration at its meeting on May 1, 2014. 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 FY15 budget at its meeting on May 13, 2014.

At this time, your Committee is presenting, for the Board's consideration and action, the resolutions to adopt the proposed FY2015 School Operations, Construction, and Extension Fund budgets.

Fiscal Impact Statement

Adoption of these resolutions will establish the funding for the FY15 School Operations, Construction, and Extension Funds.

Implementation and Assessment Plan

The FY15 budget will be implemented following approval by the Milwaukee Board of School Directors.

Committee's Recommendation

Your Committee recommends that the Board adopt the following budgetary resolutions related to the Superintendent's proposed Fiscal Year 2015 budget:

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 $960,548,580 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 2015 Fiscal Year; and that [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 2015, 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 $10,951,800 will be required for the 2015 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $9,600,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2015, 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 $21,487,194 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2015 Fiscal Year, and that $17,065,871 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 2015, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Falk moved to approve the Proposed FY15 School Operations Fund, Construction Fund and Extension Fund budget resolutions as printed.

The resolutions were adopted, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke and President Bonds—8.

Noes—Director Woodward—1.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 Regarding a Presentation by the Public Policy Forum on Arts Education in Milwaukee

Committee's Report

Your Committee reports that representatives of the Public Policy Forum and the Herzfeld Foundation shared a presentation on arts education, "Every Child is an Artist: Arts Education in Milwaukee and Insights from Other Cities." The presentation included the findings of research carried out by the Public Policy Forum and commissioned by the Herzfeld Foundation relative to arts education in Milwaukee.

Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 2) Update and Possible Action on College and Career Readiness

Committee's Recommendation

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

To overcome the barriers they face, students need "whole-child" support to (1) become aware of the pathways to their careers of interest, (2) become academically ready to follow those pathways, and (3) be prepared with the life skills needed to navigate their chosen pathways. These are the three primary barriers to postsecondary success faced by Milwaukee-area students during high school, as identified by research conducted by the Center for Urban Initiatives and Research (CUIR) at the University of Wisconsin-Milwaukee on behalf of the Milwaukee Talent Dividend (February 2012).

The Department of College and Career Readiness has divisions to lead these three strategy areas. The divisions coordinate available resources from internal and external partners to support families in maximizing access and opportunities for students, leading MPS faculty and staff in fostering a college-going culture.

To assist schools in developing a culture of postsecondary readiness, the Department of College and Career Readiness has introduced the following key practices for faculty and staff, based on the College Access Standards for Student Success developed by the Arizona College Access Network:

- Key Practice 1: Increase students' awareness and build their college and career aspirations;
- Key Practice 2: Communicate the benefits of a rigorous academic foundation and academic behaviors essential to students' preparation for postsecondary pathways;
- Key Practice 3: Develop the college knowledge and skills necessary for students to successfully transition into postsecondary education pathways
- Key Practice 4: Teach the fundamentals of financial literacy and financial planning for postsecondary education;
- Key Practice 5: Impart the value of developing a comprehensive support system that leads to academic success and workplace readiness;
- Key Practice 6: Help students recognize the importance of cultural, social-emotional factors that impact on their academic experience;
- Key Practice 7: Foster persistence for successful completion of a postsecondary education program of study.

Like the MPS Comprehensive School Counseling Plan, these key practices are based on the American School Counseling Association's (ASCA's) comprehensive school counseling model. Each key practice has an associated set of student competencies.

In addition to the Key Practices framework, each division in the Department of College and Career Readiness is leading major initiatives to advance access and opportunity for all students to develop mastery of the competencies.

* * * * *

(Item 3) Possible Action on a Follow-up on Resolution 1314R-006 Regarding the Feasibility of Opening an Additional Montessori School

Committee's Report

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

In February 2014, the Milwaukee Board of School Directors adopted Resolution 1314R-006 regarding the feasibility of opening an additional Montessori school. While the resolution specified that the potential school be located on the south side of Milwaukee, the Administration examined this possibility from a district-wide lens.

The resolution included a request that the Administration conduct analysis to determine if it is feasible to open an additional Montessori school. The analysis that was completed thus far has indicated that the best manner in which to proceed would be to design and engage in an extensive external community-engagement process designed to bring forth potential Montessori sites, to include existing schools or new sites. The Administration will work with the Office of Accountability and Efficiency in designing and carrying out this important process.

The process will consider a continuum of factors, including the impact on existing MPS schools in the area, such as the potential to enhance enrollment through the development of feeder patterns to address diminishing enrollment in existing MPS programs. Other components to be included in the process are demographic/market share analysis, identification of potential sites and associated cost, neighborhood outreach activities in conjunction with City government when appropriate, parent-interest meetings, and development of a strong marketing campaign.

Concurrently with the external community-engagement process, a parallel internal process will take place to examine the district's internal capacity to expand and maintain quality Montessori programming, including leadership development and teacher availability.

Fiscal Impact Statement

This item does not authorize expenditures. Any funds associated with carrying out the Board's February 2014 action regarding opening an additional Montessori school would have to be included in October 2014 budget adjustments. Any subsequent contracts associated with adding a Montessori school or expanding a current Montessori school would be brought before the Board for approval.

* * * * *

(Item 4) Action on Resolution 1415R-001 by Directors Miller and Joseph Regarding Standardized Testing for Early Childhood Students

Background

At its annual organizational meeting on April 24, 2014, the Board referred the following Resolution 1415R-001 by Directors Miller and Joseph to the Committee on Student Achievement and School Innovation:

> WHEREAS, Our nation's school systems have been spending growing amounts of time, money, and energy on high-stakes standardized testing, students' performance on which is used to make major decisions affecting individual students, educators, and schools; and
>
> WHEREAS, The over-reliance on high-stakes standardized testing in state and federal accountability systems is undermining educational quality and equity in U.S. public schools by hampering educators' efforts to focus on the broad range of learning experiences that promote the innovation, creativity, problem solving, collaboration, communication, critical thinking, and deep subject-matter knowledge that will allow students to thrive in a democracy and in an increasingly global society and economy; and
>
> WHEREAS, It is widely recognized that standardized testing is an inadequate and often unreliable measure of student learning; and
>
> WHEREAS, Early childhood education and assessment must be based on sound, developmentally appropriate practices that inform classroom instruction and provide valid and useful results; and
>
> WHEREAS, The Milwaukee Public Schools' testing regime consumes considerable time and places considerable constraints on schools and teachers, taking away valuable teaching time and often closing school libraries and other needed facilities for long periods to carry out tests; and

WHEREAS, There are many research-proven screeners for early childhood that are interactive and computer-independent and that speak holistically to a child's needs; and

WHEREAS, There is important research that questions the validity of standardized tests as a measure of learning or achievement or usefulness for instructional decision making for children under 8 years of age; and

WHEREAS, There is no clear research showing validity of results for MAP testing of children under the age of 8; and

WHEREAS, DPI mandates PALS testing for language literacy for K4 through 2nd grade; and

WHEREAS, MPS will add the COGAT testing in 2014-2015 for all 2nd-graders; now, therefore, be it

RESOLVED, That early childhood teachers be supported in developing systems of assessment and screening for all content areas attending to all developmental domains that are research-based, culturally relevant, developmentally appropriate, formative, and useful in informing instructional decision making; and be it

FURTHER RESOLVED, That language assessment for K4 through 2nd grade not include MAP testing for the 2014-2015 school year; and be it

FURTHER RESOLVED, That no mandated assessments be given to ESL students in English for the 2014-2015 school year; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with ESL students and students in bilingual programs, based on the recommendations of a committee of the principals of the bilingual schools, bilingual teacher representation, and parent and community experts in bilingual education and MPS administration; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with students in Montessori programs from the recommendations of a committee of the principals of the Montessori schools, Montessori teacher representation, and parent and community experts in Montessori education and MPS administration; and be it

FURTHER RESOLVED, That the Board give consideration to modification of all K4-through-2nd-grade assessments for appropriate use with students in language-immersion programs from the recommendations of a committee of the principals of the language-immersion schools, language-immersion teacher representation, and parent and community experts in language-immersion education and MPS administration; and be it

FURTHER RESOLVED, That the Administration begin discussion with DPI on the issues and process we are pursuing to put into place valid and informative assessment policies that serve our children and raise the quality of teaching and learning.

The Administration appreciates the intent of the resolution relative to supporting early childhood students throughout the assessment process. Based on the current plan underway, many elements of the resolution are already being addressed.

Teachers currently develop classroom assessments to monitor the progress of students during instruction in all domains. The ongoing Wisconsin Model Early Learning Standards (WMEL) cohort

provides participants with ongoing professional development and support inclusive of the focus area of assessment. Response to Intervention (RTI) requires the district to assess students three times per year to identify students needing intervention above and beyond Tier 1 in reading and math.

While MAP testing is the Board-approved universal screening assessment for the district, MAP testing is not done in K4. Once a universal screening and progress monitoring process is finalized and approved by the Department of Public Instruction, a Request for Proposal will be submitted to review tools needed for the new process slated for adoption in the 2015-16 school year. An interim plan will be developed for the 2014-15 school year. Piloting of possible assessment tools will occur during the 2014-15 school year to make certain the tools meet the requirements determined.

Phonological Awareness Literacy Screening (PALS) has been adopted by the Department of Public Instruction by Wis. Stats 118.016(1) that requires an early literacy screener to be administered to all 4-year-old kindergarten to 1st grade students enrolled in public school districts and charter schools for the 2013-14 school year and beginning in the 2014-15 school year to expand this requirement to also include all 2nd grade students enrolled in public school districts and charter schools. PALS measures basic skills, while MAP monitors student progress toward the Common Core State Standards.

Title III of the federal Elementary and Secondary Education Act (NCLB) requires states to: establish English language proficiency (ELP) standards aligned to state academic content standards, yet suitable for ELL students learning English as a second language; annually assess the English language proficiency of each ELL student using a valid and reliable assessment of English-language proficiency aligned to ELP standards; define AMAOs (Annual Measurable Achievement Objectives) to measure and report on progress toward and attainment of English proficiency and academic achievement standards; and hold local education agencies accountable for meeting increasing AMAO targets for English language proficiency over time (NCLB 2002, Public Law 107-110, 115 Statute 1425). Districts must meet the Title III AMAOs annually since the baseline year, 2002-03.

Regarding modification for all K4-2nd grade assessments for appropriate use with ESL and bilingual programs, Montessori programs, and language immersion programs, this work has already started through discussions with DPI to adjust our universal screening and progress monitoring process since we are no longer under corrective action. Based on feedback from several stakeholder groups, a draft has been developed, and an advisory committee that included representation from the identified programs met for the first time on May 15 to review the draft and provide feedback.

The Administration has started discussions with DPI regarding the development of a universal screening and progress monitoring process for Response to Intervention.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will report back to this Committee as necessary.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-001, revised as follows:

RESOLVED, That early childhood teachers be supported in developing systems of assessment and screening for all content areas attending to all developmental domains that are research-based, culturally relevant, developmentally appropriate, formative, and useful in informing instructional decision making; and be it

FURTHER RESOLVED, That the Administration lobby and negotiate with the appropriate agency that language assessment for K4 through 2nd grade not include MAP testing for the 2014-2015 school year; and be it

FURTHER RESOLVED, That the Administration lobby and negotiate with the appropriate agency that no mandated assessments except for ACCESS be given to ESL, ELL, dual-language, bilingual, and immersion students in English for the 2014-2015 school year; and be it

~~FURTHER RESOLVED, That the Board give consideration to modification of all K4 through 2nd grade assessments for appropriate use with ESL students and students in bilingual programs, based on the recommendations of a committee of the principals of the bilingual schools, bilingual teacher representation, and parent and community experts in bilingual education and MPS administration; and be it~~

~~FURTHER RESOLVED, That the Board give consideration to modification of all K4 through 2nd grade assessments for appropriate use with students in Montessori programs from the recommendations of a committee of the principals of the Montessori schools, Montessori teacher representation, and parent and community experts in Montessori education and MPS administration; and be it~~

~~FURTHER RESOLVED, That the Board give consideration to modification of all K4 through 2nd grade assessments for appropriate use with students in language immersion programs from the recommendations of a committee of the principals of the language immersion schools, language immersion teacher representation, and parent and community experts in language immersion education and MPS administration; and be it~~

FURTHER RESOLVED, That a subcommittee of the advisory committee set up by the Administration — to be made up of the following three components: ESL, Montessori, and language immersion — be established to give consideration to modification of K4-2nd-grade assessments; and be it

FURTHER RESOLVED, That the Administration begin discussion with DPI on the issues and process we are pursuing to put into place valid and informative assessment policies that serve our children and raise the quality of teaching and learning.

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

* * * * *

(Item 5) Action on Resolution 1415R-004 by Directors Joseph and Miller Regarding a Staggered Start Time for K3, K4 and K5 Students

Background

At its organizational meet on April 24, 2014, the Board referred the following Resolution 1415R-004 by Directors Joseph and Miller to the Committee on Student Achievement and School Innovation:

WHEREAS, K3, K4 and K5 students need assistance in transitioning and support in adjusting to change, be it adjusting to a full-day school environment or transitioning into new kindergarten programs, classrooms, new educators and peers, or different daily routines; and

WHEREAS, Young children and families experience natural and developmentally appropriate separation anxiety and require a thoughtful and well-planned transition into school; and

WHEREAS, Researchers stress the importance of both defined procedures and personal relationships between the student and the teacher in effective entry to and transitions within school; and

WHEREAS, The strengths and needs of the individual child and the building of solid relationships between teacher and student should be the focus of an effective school-entry plan; and

WHEREAS, Early childhood students who feel secure and emotionally ready as they enter school will have more success in school; and

WHEREAS, Quality early childhood programs emphasize the positive development of the whole child physically, socially, emotionally, and cognitively; and

WHEREAS, Students are best served when school is a shared enterprise between parents and educators and when educators and parents develop positive relationships as soon as possible at the start of the school year; and

WHEREAS, All students — but especially those with special needs and students for whom English is not their first language — require a beginning to their early childhood education experience that allows for assessment of students' "readiness to learn," including expressive and receptive language skills and intra- and inter-personal social emotional skills in a culturally responsive fashion; and

WHEREAS, The child's needs for safety, security, and continuity should be key factors in transitioning early childhood students into K3, K4, and K5; and

WHEREAS, Transitioning students into K3, K-4, and K-5 classrooms in smaller groups increases the likelihood of the above benefits to be realized and allows parents and children the opportunity to better get to know one another, their teachers, and the learning environment, while enhancing the likelihood of student safety; and

WHEREAS, A three-day staggered start process for K4 and K5 helps students learn classroom, lunch, playground, and transportation routines, familiarize students with classroom resources, and allows teachers to get to know the students as individuals; now, therefore, be it

RESOLVED, That all non-Head Start K3, K4, and K5 students shall engage in a three-day staggered attendance on the first three full days of school in the 2014-2015 school year; and be it

FURTHER RESOLVED, That a third of the class shall attend on Day 1, the second third on Day 2, and the final third on Day 3; with all students attending on Day 4; and be it

FURTHER RESOLVED, That Montessori schools shall have flexibility to tailor the staggered start schedule to fit the program and their student needs; and be it

FURTHER RESOLVED, That the Department of Curriculum and Instruction, working with members of the Early Childhood Taskforce, shall develop guidelines, based on best practices, for schools to best communicate with parents regarding the staggered start procedures and for teachers to follow to maximize the benefits of the staggered start procedure; and be it

FURTHER RESOLVED, That such communication with parents shall be done in a timely fashion before the end of the 2013-2014 school year; and be it

FURTHER RESOLVED, That accommodations shall be made for families that have work-childcare conflicts with this schedule; and be it

FURTHER RESOLVED, That the Department of Research and Assessment shall develop a parent-and-teacher survey to be administered digitally assessing the strengths and weaknesses of the staggered start so that the program could be adjusted and improved in subsequent years; and be it

FURTHER RESOLVED, That, if necessary, the MPS Administration shall apply for necessary waivers from the DPI to deal with any potential problem with loss of total hours of instruction for the K-5 students.

A smooth introduction and transition to the 2014-15 school year for K3, K4 and K5 students is integral to a successful school year. To accomplish this, the Administration recommends a plan be developed that includes some of the elements in the resolution along with additional elements that are consistent with the work of the Early Childhood Task Force to provide a comprehensive proposal that emphasizes the positive development of the whole child.

In order to be prepared for the arrival of young learners, schools need to incorporate the three components of school readiness, (readiness in the child, the school's readiness for children, and the family contributing to the child readiness), within any school transition plan. Schools that are ready for early learners facilitate a smooth transition between home and school through assuring the school is culturally sensitive; uses high-quality instruction, appropriate pacing, and understands that learning occurs in the context of relationships. Schools that are ready for young learners demonstrate commitment to the success of every child through meeting the needs of all learners. They are knowledgeable about the effects of poverty and race as well as language acquisition on the academic success of their students. Student success is greatly dependent upon the school's planning for the optimal development of the whole child.

As one element of a comprehensive plan to support a smooth transition to the 2014-15 school year for K3, K4 and K5 students, the Administration supports a two-day staggered start process for all K3, K4 and K5 students to include Head Start and Montessori students. One-half of the class would attend a full day on the first day and the second half of the class would attend on the second day. Accommodations for students/families that have conflicts with the staggered schedule will be made at the sites. Two days will provide the introductory experience to assist transitioning young learners by providing the classroom teacher with an opportunity to begin to create a caring community of learners within the classroom and positive, communicative relationships with families.

The Administration, in conjunction with the Early Childhood Taskforce, has developed a framework reflective of best practice strategies that can be incorporated into the two-day staggered start plan. Those practices include providing an opportunity to communicate with families as well as help students become comfortable and familiar with their new environments.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will continue its work with the Early Childhood Task Force and move forward based on Board action relative to Resolution 1415R-004.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-004.

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

* * * * *

UNFINISHED BUSINESS

(Item 1) Action on the Appointment of the Board's Representative to the Library Board

Background

Wisconsin Statutes, ch. 43.54(1(am), states, in part, "Each public library established in a 1st-class city shall be administered by a library board consisting of the president of the board of school directors or his or her designee..."

Board Rule 1.17(6) states as follows:

> The 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.

At the Milwaukee Board of School Directors' 2014 Organizational Meeting on April 24, 2014, President Michael Bonds announced that he had elected not to serve as the Board's representative on the Library Board; therefore, in accordance with Board Rule 1.17(6), the Board will need to elect a member to serve as its representative on the Library Board.

Director Sain had served as the Board's representative to the Library Board for the 2013-14 Board year.

Recommendation

That, in accordance with Board Rule 1.17(6), the Board elect a member to serve as its representative on the Library Board for the 2014-15 Board year.

On the nomination of Director Miller, Director Sain was approved as the Board's representative to the Library Board, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

NEW BUSINESS

(Item 1) Reports of the Board's Delegates

The received the May 2014 reports of the Board's delegate to the Title I District Advisory Council (DAC), of the Board's delegate to the Milwaukee Education Partnership, of the Board's delegate to CESA #1, and of the Board's delegate to the MPS Head Start Program.

* * * * *

RESOLUTIONS

Resolution 1415R-006

By Director Sain

WHEREAS, Adolescents have unique instructional, social, and emotional needs that vary from the traditional models present in elementary and secondary settings; and

WHEREAS, There is a need for high-quality, innovative middle-school programs on the north side of Milwaukee; and

WHEREAS, Milwaukee Sign Language School (MSLS), located at 7900 West Acacia Street, is a school which serves children in grades K4 through eight; and

WHEREAS, MSLS continues to seek out appropriate middle-school offerings for its students through convenient feeder patterns with schools in the neighboring community; and

WHEREAS, The MPS Burroughs facility, located at 6700 North 80th Street, is situated adjacent to MSLS; and

WHEREAS, A portion of the first and second floors of the former Burroughs middle-school building are currently occupied by a small charter school, Community High School; and

WHEREAS, The unoccupied space at the Burroughs facility would serve as an excellent site for a new middle-school program in that area and as a feeder school for MSLS; and

WHEREAS, MSLS's current facility has become inadequate for the number of students which it serves; and

WHEREAS, MSLS is in very close proximity to, and already shares some facilities with, Community High School; and

WHEREAS, The creation of an innovative middle school at the Burroughs facility that would also house a program for deaf and hard of hearing students would position MSLS to relocate its sixth, seventh, and eighth grades to Burroughs, which would not only relieve the overcrowding at the school's facility on West Acacia Street, but would also allow for MSLS's expansion in both facilities; now, therefore, be it

RESOLVED, That a new middle-school program be established at the MPS Burroughs facility located at 6700 N. 80th Street, to commence with the 2015-16 school year; and be it

FURTHER RESOLVED, That this new middle school shall include a deaf-and-hard-of-hearing (DHH) program for the sixth, seventh, and eighth grades; and be it

FURTHER RESOLVED, That the Administration, in concert with a designee from the Office of Board Governance, shall work with the community to determine the high-quality, innovative program or programs that, in addition to the (DHH) program, will best meet the needs of the prospective students of the new middle school; and be it

FURTHER RESOLVED, That the Administration will submit the plans for a new middle school to be located at 6700 N. 80th Street to the Board no later than the October 2014 Board cycle, for inclusion in the Three-Choice selection process in time for the opening of the new middle school at the beginning of the 2015-16 school year.

* * * * *

Referred to the Committee on Student Achievement and Innovation.

The Board adjourned at 11:32 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 11:33 PM.

Present—Directors Falk, Holman, Miller, Sain, Spence, Zautke, and President Bonds—7.

Absent and Excused—Directors Joseph and Woodward—2.

The Board Clerk read the following call of the meeting:

May 28, 2014

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 7:30 p.m. (or immediately following the Board's regular monthly meeting scheduled to begin at 6:30 p.m.) on Thursday, May 29, 2014, 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, to be effective July 1, 2014.

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.

LYNNE A. SOBCZAK
Board Clerk

Director Falk moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), 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, to be effective July 1, 2014, and to possibly review and assess the qualification of individuals who may be considered for appointment as Acting Superintendent.

The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Holman, Miller, Sain, Spence, Zautke, and President Bonds — 7.

Noes — None.

The Board retired to executive session at 11:40 PM.

The Board adjourned from executive session at 12:21 AM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 5, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 6:00 PM.

Present—Directors Falk, Holman, Joseph, Miller, Spence (6:05 PM), Zautke, and President Bonds—7.

Absent and excused—Directors Sain and Woodward—2.

The Board Clerk read the following call of the meeting:

Friday, May 30, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 6:00 p.m. on Thursday, June 5, 2014, 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, to be effective July 1, 2014.

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.

LYNNE A. SOBCZAK
Board Clerk

Director Holman moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), 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, to be effective July 1, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Zautke and President Bonds—7.

Noes—None.

The Board retired to executive session at 6:06 PM.

The Board reconvened in open session at 6:18 PM.

Director Spence moved to approve the employment agreement with Dr. Darienne Driver for the Acting Superintendent position commencing on July 1, 2014.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Zautke and President Bonds—7.

Noes—None.

The Board adjourned at 6:19 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 19, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:35 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

AWARDS AND COMMENDATIONS

Excellence in Education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Dr. Tony Evers, State Superintendent,
Wisconsin Department of Public Instruction

Dr. Tony Evers began his career in 1976 as an educator in Tomah and has served Wisconsin students, parents, and citizens as an education leader at every level — teacher, principal, school district administrator, CESA administrator, and deputy state superintendent — before his election to the state's highest educational post. He was elected Wisconsin State Superintendent of Public Instruction in April 2009 and re-elected in 2013.

Dr. Evers is dedicated to advancing public education in Wisconsin and has steadfastly worked to transform Wisconsin's education system in order to realize his vision of "Every Child a Graduate, College- and Career-Ready."

Dr. Evers has made lasting investments and reforms that will shape Wisconsin's educational landscape for years to come, including:

- adopting new rigorous academic state standards in English language arts and mathematics that are aligned to college and workforce expectations;
- implementing reforms in the Milwaukee Public Schools to turn around struggling schools and improve student performance;
- creating a fair and robust educator-evaluation system as well as a new school-accountability process;
- piloting innovative personalized learning efforts that keep the student at the center;
- reinvigorating career and technical education and expanding dual-enrollment opportunities;

- investing in innovation that makes sense, including charter schools and changes to educator preparation and teacher licensing that provide more flexibility to school districts to hire highly qualified educators; and
- authoring a sweeping new school finance reform plan, Fair Funding for Our Future, to secure fair, sustainable, and transparent funding for Wisconsin schools.

Dr. Evers continues to be a valued partner to Milwaukee Public Schools.

The Milwaukee Board of School Directors recognize and honor Dr. Tony Evers 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

Due to the early date of the Board's regular meeting of June 2014, the minutes of the Board's special and regular meetings of May 2014, which were under development at the time of the Board's meeting, will be submitted for the Board's approval at its regular meeting in July 2014.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Properties Located at 2760 N. First Street, Milwaukee, Wisconsin (former Malcolm X)

Background

The Administration requests a closed session for the purpose of considering a negotiating strategy for the possible lease or sale of public properties located at 2760 N. First Street, Milwaukee, Wisconsin (former Malcolm X).

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Recommendation

The Administration recommends that the Board retire to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of discussing strategies regarding the potential sale or lease of district properties located at 2760 N. First Street, Milwaukee, Wisconsin (former Malcolm X).

Consideration of this item was postponed to the end of the meeting by consensus.

* * * * *

(Item B) Action on a Request for Mutual Termination of the Non-Instrumentality Charter Contract for Milwaukee Excel High School and Closure of the School at the end of the 2013-2014 School Year

Background

The Milwaukee Board of School Directors voted on March 31, 2011, to approve a five-year contract with Wisconsin Community Services for Milwaukee Excel Charter School, to begin on the first regularly scheduled day of the 2011-2012 school year.

Milwaukee Excel High School is located at 4610 West State Street, Milwaukee, WI, 53208. The remainder of the current contract is for up to a maximum count of 125 full-time-equivalent students (FTEs) in grades 9 through 12 for the 2014-2015 and 2015-2016 school year.

On June 10, 2014, the Office of Contracted School Services (CSS) received written notification from Milwaukee Excel High School's representatives requesting mutual termination of the non-instrumentality charter contract, to be effective at the conclusion of the 2013-2014 school year. The notification stated that the charter school is experiencing challenges relating to attracting and retaining highly qualified staff. As a result, the charter school will not have the staffing resources to provide a high-quality educational program for students.

The Charter School Contract between the Milwaukee Board of School Directors and Milwaukee Excel High School states in Section III.C, Termination, that the contract may be terminated before expiration of its term if both parties agree in writing to the termination.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Milwaukee Excel High School's non-instrumentality charter contract will expire on the last regularly scheduled day of the 2013-2014 school year.

The Offices of Contracted School Services and Family Services will work with families to ensure appropriate placement of students in other MPS schools for the Fall of 2014.

Recommendation

The Administration recommends that the Board approve the request for mutual termination of the non-instrumentality charter school contract with Milwaukee Excel High School and closure of the school at the end of the last regularly scheduled day of the 2013-2014 school year.

Director Holman moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Action on a Request for a Contingency Fund Transfer in the Amount of $250,000 for the Purpose of Conducting a Search for a New Superintendent

Background

1. A request is being made for $250,000 to be transferred from the FY14 Contingent Fund to the Office of Board Governance to allow the Board to initiate a search for a new Superintendent.

2. The Contingent Fund is set aside annually to provide money for unanticipated but necessary expenses. Appropriate uses for the Contingent Fund are primarily one-time expenses.

3. Board Rule 1.14(4), Voting Methods, dictates that a "recorded affirmative vote of two-thirds of Board members present shall be necessary for the earmarking of an amount in, or the transfer of money from, the contingent fund."

4. This item is in accordance with Administrative Policy 3.04(7), Fund Transfer Authority — Contingent Fund.

5. As the search for a new superintendent will extend into the 2015 fiscal year, it is also being requested that the Board authorize the Administration to carry forward any unexpended FY14 funds approved for the superintendent search into FY15.

Fiscal Impact Statement

6. This item authorizes the transfer of $250,000 from account SCF-0-A-CTG-DW-ECTG0000 (School Operations — Contingent Fund) to SCF-0-A-CTG-OB-ECTS0000 (Superintendent Search — Contracted Services).

Implementation and Assessment Plan

7. Upon the Board's approval, $250,000 will be transferred to the Office of Board Governance for the purpose of conducting a superintendent search.

Recommendation

That the Board:

1. approve the transfer of $250,000 from account SCF-0-A-CTG-DW-ECTG0000 (School Operations — Contingent Fund) to SCF-0-A-CTG-OB-ECTS0000 (Superintendent Search — Contracted Services) to fund the cost of conducting a superintendent search; and

2. authorize the Administration to carry forward any unexpended FY14 funds approved for the superintendent search into FY15.

Director Spence moved to approve the Board Clerk's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

(Item B) Update and Possible Action on a Recommendation of a Firm to Assist the Office of Board Governance in the Search for a New Superintendent of Schools

Background

In response to the current Superintendent's announcement of his resignation, to be effective as of July 1, 2014, and after a review of several firms that offer such services, the Board Clerk/Director, Office of Board Governance, will present to the Board an update and possibly a recommendation regarding the hiring of a firm to assist in the search for a new superintendent.

The Board may wish to 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 — in order to formulate a strategy in regard to the negotiation of a contract with the recommended firm.

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

Fiscal Impact Statement

This item does not have any fiscal impact.

Implementation and Assessment Plan

Should the Board direct such, the Office of Board Governance would proceed to negotiate a contract with the prospective firm. The Office of Board Governance would then bring the negotiated contract back to the Board for its approval.

Recommendation

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

Consideration of this item was postponed to the end of the meeting by consensus.

* * * * *

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

The Board Clerk presented 35 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of May 23, 27, 28, 29, and 30, 2014, and June 2, 3, 4, 5, 6, 9, 10, 11, 12, and 13, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—Director Woodward—1.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Student Achievement and School Innovation Committee, Item 1, Resolution 1415R-003 by Directors Joseph and Miller to Establish the Equivalent of a Region That Promotes Bilingualism;

Student Achievement and School Innovation Committee, Item 2, Action on a Request to Approve the Non-Instrumentality Charter School Contract with Transcenter For Youth, Inc., for NOVA Tech Charter School;

Student Achievement and School Innovation Committee, Item 7, Action on Persistently Low-Performing Schools Report;

Accountability, Finance and Personnel Committee, Item 2, Action on Appointments and Reassignments of Principals and Assistant Principals and on Recommended Administrative Appointments, Promotions and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days;

Accountability, Finance and Personnel Committee, Item 5, Action on the Award of Professional Services Contracts, Including Authorization to Waive a Portion of Administrative Policy 3.09;

Accountability, Finance and Personnel Committee, Item 10, Action on Non-Renewal Process for Teachers;

Accountability, Finance and Personnel Committee, Item 11, Report and Possible Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Properties Located at 921 West Meinecke Avenue, Milwaukee, Wisconsin, and 5575 N. 76th Street, Milwaukee, Wisconsin; and

Accountability, Finance and Personnel Committee, Item 12, Report and Possible Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages.

By consensus, consideration of Items 11 and 12 of the Accountability, Finance and Personnel Committee was postponed until the end of the meeting.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE).

Background

Your Committee reports having received the monthly report on services provided to students with disabilities in the least restrictive environment (LRE) from the Administration. Although this item has been noticed for possible action, no action is required.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 2) Report and Possible Action on Parental Dispute Resolution System (PDRS) - Special Education Data

Background

Your Committee reports having received the monthly report on the Parental Dispute Resolution System (PDRS) from the Administration. Although this item has been noticed for possible action, no action is required.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 3) Report and Possible Action on District Parental Engagement Activities

Background

Your Committee reports having received the monthly report on the district's parental engagement activities from the Administration. Although this item has been noticed for possible action, no action is required.

Fiscal Impact Statement

No fiscal impact.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 1415R-003 by Directors Joseph and Miller to Establish the Equivalent of a Region That Promotes Bilingualism

Background

At its meeting on April 24, 2014, the Board referred Resolution 1415R-003 by Directors Joseph and Miller to the Committee on Student Achievement and School Innovation (SASI):

WHEREAS, The Milwaukee Public Schools (MPS) is experiencing a growing enrollment of students whose first language is not English, with these students now approximating one third of the district's enrollment, and there is substantial evidence that this trend will continue; and

WHEREAS, This reality provides both a challenge and an opportunity for all students and adults in MPS and the Milwaukee community, as we are becoming more language-diverse and multicultural in a world in which this is the norm; and

WHEREAS, The great majority of this demographic growth in MPS is among Latino students, while the Latino community is also the largest ethnic minority group in the United States and is becoming one of the largest such groups in Wisconsin; and

WHEREAS, Most research and social experts agree that, in addition to English, Spanish is and will continue to be a primary language in this country, and its use and influence are a major force in the world; and

WHEREAS, It is socially, culturally, and economically necessary that public education promotes the learning of English while equally embracing the development of Spanish and supporting the learning of other languages, when appropriate; and

WHEREAS, AS students must also be well prepared for effective participation in societies and economies connected to each other by global imperatives, governments and public school districts must find ways to invest in education and future generations; and

WHEREAS, Milwaukee must rebrand itself as a city that nurtures and grows individuals to become effective learners who are highly aware and respectful of cultural diversity and who are bilingual or multilingual; and

WHEREAS, The school district's bilingual-maintenance, dual-language, language-immersion, and multicultural programs are already successful initiatives that move MPS closer to such goals; now, therefore, be it

RESOLVED, That MPS shall establish the equivalent of a region that promotes bilingualism by first establishing an English/Spanish bilingual and dual-language program in Milwaukee's near southside in Board District 6 and then, within a reasonable number of years, at the city-wide level until MPS becomes a school district in which students will graduate academically well prepared in English, Spanish, and/or be conversant in another language; and be it

FURTHER RESOLVED, That all plans for the implementation of this initiative shall fully engage parents, community, and individuals and groups with bilingual education expertise; and be it

FURTHER RESOLVED, That Milwaukee Public Schools shall draw on its bilingual curricular expertise and other external experts in the field to continue and to expand the implementation of this program and shall further facilitate the learning of other languages, with all language-based programs that promote bilingualism to be sustained, to be further improved and developed, and to be made more accessible to all; and be it

FURTHER RESOLVED, That all screening and assessment instruments for students in dual-language and bilingual-maintenance programs shall be developed and/or acquired and implemented by the MPS research department in consultation with an Assessment Committee that shall include the Division of Bilingual and Multicultural Programs, faculty from the University of Wisconsin engaged in bilingual programming, the Milwaukee Teachers Education Association, and community and other bilingual education experts in the field; and be it

FURTHER RESOLVED, That MPS shall consult with the Wisconsin Department of Public Instruction for consistency with its policies regarding tests and other accountability measures; and be it

FURTHER RESOLVED, That appropriate professional development, parent engagement, marketing and other informational initiatives shall be instituted to inform the Milwaukee community and the media of this unique initiative that will promote Milwaukee as an innovative center for education in today's diverse and global world; and be it

FURTHER RESOLVED, That MPS must engage in partnerships with area colleges and other entities to institute programs that will provide appropriate credentialing and professional development in Spanish/English dual-language and bilingual-maintenance programs and other languages as necessary; and be it

FURTHER RESOLVED, That MPS will increase its hiring of bilingual certified staff in each school with an English/Spanish dual-language and/or bilingual-maintenance program, as well as increase the number of bilingual English/Spanish administrators in Central Services. MPS shall also hire an adequate number of bilingual counseling and bilingual special education staff; and be it

FURTHER RESOLVED, That MPS shall create the necessary working committees to implement this initiative, which committees shall include teachers, other school-based staff, parents, and students and shall be district-wide; and be it

FURTHER RESOLVED, That the Administration immediately shall begin to engage board members, schools, higher-education institutions, businesses, staff, the MTEA, parents, the community, and bilingual experts in the development of this initiative; and be it

FURTHER RESOLVED, That MPS shall designate appropriate fiscal resources to implement the purpose of this resolution.

The Administration agrees with the intent of the resolution as it relates to identifying ways to support our bilingual students in their educational journey. At this time, the Administration is recommending that a collaborative work group be formed to address the ideas outlined in the resolution, as well as exploring other ideas to support our bilingual students. The work group would commence after the 2014-15 Third Friday count and work associated with the count is completed.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration looks forward to future discussions with the Board regarding this topic.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-003 as amended below:

RESOLVED, That MPS shall establish ~~the equivalent of a region~~ a target zone that promotes bilingualism by first establishing an English/Spanish and other languages bilingual and dual-language program in Milwaukee's near southside in Board District 6 and then, within a reasonable number of years, at the city-wide level until MPS becomes a school district in which students will graduate academically well prepared in English, Spanish, and/or be conversant in another language; and be it

FURTHER RESOLVED, That all plans for the implementation of this initiative shall fully engage parents, community, and individuals and groups with bilingual education expertise; and be it

FURTHER RESOLVED, That Milwaukee Public Schools shall draw on its bilingual curricular expertise and

other external experts in the field to continue and to expand the implementation of this program and shall further facilitate the learning of other languages, with all language-based programs that promote bilingualism to be sustained, to be further improved and developed, and to be made more accessible to all; and be it

FURTHER RESOLVED, That all screening and assessment instruments for students in dual-language and bilingual-maintenance programs shall be developed and/or acquired and implemented by the MPS ~~research~~ assessment department in consultation with ~~an~~ the Assessment Committee ~~that shall include the Division of Bilingual and Multicultural Programs, faculty from the University of Wisconsin engaged in bilingual programming, the Milwaukee Teachers Education Association, and community and other bilingual education experts in the field~~ recently formed by the Administration, which shall include key bilingual stakeholders; and be it

FURTHER RESOLVED, That MPS shall consult with the Wisconsin Department of Public Instruction for consistency with its policies regarding tests and other accountability measures; and be it

FURTHER RESOLVED, That appropriate professional development, parent engagement, marketing and other informational initiatives shall be instituted to inform the Milwaukee community and the media of this unique initiative that will promote Milwaukee as an innovative center for education in today's diverse and global world; and be it

FURTHER RESOLVED, That MPS must engage in partnerships with area colleges and other entities to institute programs that will provide appropriate credentialing and professional development in Spanish/English dual-language and bilingual-maintenance programs and other languages as necessary; and be it

FURTHER RESOLVED, That MPS will increase its hiring of bilingual certified staff in each school with an English/Spanish and other languages dual-language and/or bilingual-maintenance program, as well as increase the number of bilingual English/Spanish and other language administrators in Central Services. MPS shall also hire an adequate number of bilingual counseling and bilingual special education staff; and be it

FURTHER RESOLVED, That MPS shall create through the Bilingual Advisory Committee the necessary working committees to implement this initiative, which committees shall include teachers, other school-based staff, parents, and students and shall be district-wide; and be it

FURTHER RESOLVED, That the Administration immediately shall begin to engage board members, schools, higher-education institutions, businesses, staff, the MTEA, parents, the community, and bilingual experts in the development of this initiative; and be it

FURTHER RESOLVED, That MPS shall ~~designate appropriate~~ consider the fiscal ~~resources~~ implications to implement the purpose of this resolution.

Director Falk moved to approve the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

(Item 2) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Transcenter For Youth, Inc., for NOVA Tech Charter School

Background

On May 14, 2013, the Milwaukee Board of School Directors held a public hearing to consider the proposal to establish NOVA Tech as a non-instrumentality charter school. At the hearing, staff and community members demonstrated their support and commitment for the NOVA Tech's proposal.

On May 30, 2013, the Board took action and approved the charter proposal and authorized the Office of Contracted School Services, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations wlth representatives from NOVA Tech.

The vision of the NOVA Tech is to create an educational model that fosters competency, creativity, confidence, and purpose in young people who will be ready for careers in the technical fields that will be returning to Milwaukee. NOVA Tech will teach technical, academic and life skills through collaborative partnerships with Second Chance Partners for Education, Milwaukee area companies and technical schools.

NOVA Tech will serve up to a maximum of 100 students in grades 9-12 beginning in the 2014-2015 school year. Through the negotiations process, a mutually agreed upon non-instrumentality charter contract was developed for the Board's approval.

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. The funds for the 2014-2015 charter contract were approved as a part of the FY15 budget process.

Implementation and Assessment Plan

Upon the Board's approval and contract execution, the non-instrumentality charter contract, as included in the attachments to the minutes of your Committee's meeting, will be effective starting with the 2014-2015 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:

1. approve the non-instrumentality charter school contract with TransCenter for Youth, Inc., as attached to the minutes of your Committee's meeting, for NOVA Tech Charter School

to begin with the 2014–2015 school year and end on the last regularly scheduled day of the 2018-2019 school year, based on the Board-approved model non-instrumentality charter school contract, with the modifications as outlined in the attachment; and

2. waive the Board-adopted requirement that MPS charter schools reside in MPS facilities.

Director Miller moved to send the item back to Committee.

Director Spence moved a substitute, to approve the Committee's recommendation.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Sain, Spence and Zautke—5.

Noes—Directors Joseph, Miller and Woodward—3.

Voting "present"—President Bonds—1.

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(Item 3) Action on a Request to Approve the Agreement with Milwaukee Area Technical College for At-Risk Students, as Defined in Wisconsin Statute 118.15

Background

In accordance with Wisconsin Statute 118.153(1)(b), Milwaukee Public Schools has partnered with Milwaukee Area Technical College (MATC) to serve MPS students who are 16 years of age or older and at risk, as defined in § 118.153 (1) (a). This allows students to attend a technical college in lieu of attending high school, and participate in a program leading to high-school graduation.

Representatives from MATC and the MPS Administration, in consultation with the Office of the City Attorney, have agreed upon the agreement attached to the minutes of your Committee's meeting, as outlined to meet the needs of students at-risk of not graduating from high school.

Fiscal Impact Statement

This item authorizes expenditures in the amount of $650,000. Funding for the agreement is included in the FY15 Board-approved budget in account ARC-0-I-AGN-1S-ECTV.

Implementation and Assessment Plan

Upon the Board's approval and execution, the agreement will become effective for the 2014-2015 school year.

The term of this agreement is one year. The agreement may be renewed, subject to Board approval, for subsequent years, based upon MPS' assessment of agreed upon performance criteria.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement with Milwaukee Area Technical College, as attached to the minutes of your Committee's meeting, for the 2014-2015 school year.

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

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(Item 4) Action on a Request to Authorize Proposed Allocations for Special Education Seats and to Approve the Corresponding Contracts

Background

Milwaukee Public Schools is required to provide a continuum of services, including placements for students who have significant needs that are emotional, behavioral and social. If an alternative placement is warranted, it is necessary for the district to contract for special education seats matching the student needs.

Under the provisions of Wisconsin Statute 115.85(2)(d), the Milwaukee Board of School Directors is authorized to contract with private, non-sectarian special education agencies to provide special education services to pupils enrolled in Milwaukee Public Schools.

In order to meet the federal and state-mandated requirements for a full continuum of services — including services for the most significantly involved students — the Administration is recommending approval of special education contracts, which allow district Administration and the Individualized Education Program (IEP) teams to meet the highly individualized needs of any given student. The approval of these seats will allow the Administration and IEP teams the flexibility of the most appropriate individualized placements in the timeliest manner for the students with the most severe needs.

The following agencies are being recommended to provide the special education services required:

- Norris School District — A public school that serves male students in grades 6-12. The students served range from those with normal/above intellectual abilities to mild abilities that are verbal with significant emotional/behavioral needs. Individualized Education Programs (IEPs) are met by support and services provided by regular and special education teachers. Students have the opportunity to participate in shop class to learn welding, engine repair, wood working/building. Students are transported via small vans provided by Norris. The daily rates range from $165.00 per day to $210.00 per day.
- St. Charles Education Center — Serves students in grades 1-12. The students served range from those with normal/above to mild/moderate intellectual abilities that are verbal with significant emotional/behavioral needs. Individualized Education Programs (IEPs) are met by support and services provided by regular and special education teachers. The teacher-student ratio for grades 8-12 is 10 students per teacher with classroom support assistant. The teacher-student ratio for grades 1-7 ranges from 10 to 15 students per teacher with classroom support assistant. The daily rates range from $78.02 per day to $165.47 per day.

Fiscal Impact Statement

Approval of this item authorizes expenditures totaling $3,606,975 for FY15 for special education seats. The FY14 contracted amount totaled $3,539,684. The costs for the FY15 seats are shown below:

Proposed Contract Costs for FY15

Special Education Site	Grades	FTEs	Total Contract
Norris School District	6-12	55	$1,714,500.00
St. Charles Education Center	1-12	97	$1,734,260.40
Unallocated			$158,215.40
Total		152	$3,606,975.40

Funding to cover the cost of the seats is included in the FY15 Board approved budget.

Budget Codes: ARC-0-1-AGN-1S-ECTV (Contracted School Services).....$2,359,450
TOD-O-I-IF3-DW-ECTV (IDEAb: Contracted School Services).....$1,247,525

Implementation and Assessment Plan

This Contract may be renewed based on the sole discretion of the Board. Under no circumstances shall the Board be obligated to renew this Contract.

Upon the Board's approval and execution, the special education contracts will be effective beginning with the 2014-2015 school year.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the special education seat allocations for the 2014-2015 school year as outlined in the attachment to the minutes of your Committee's meeting; and

2. contract with Norris School District and St. Charles Education Center for special education program as outlined in the attachment.

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

* * * * *

(Item 5) Action on Recommendation for Approval of the Head Start Federal Grant Application and Report and Possible Action on Head Start State Application

Background

1. 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 in the MPS Head Start federal grant application.

2. The Head Start federal grant application information was presented to and discussed and approved by the Policy Council on June 14, 2014.

3. The federal application submittal deadline is August 1, 2014.

4. On June 20, 2014, the district submitted an application to the Wisconsin Department for Public Instruction for state supplemental Head Start funds in the amount of $415,672 to operate the Head Start program at Hampton School during 2014-15 school year.

5. The Head Start state supplemental grant application information was presented to and discussed by the Policy Council on June 14, 2014.

Fiscal Impact Statement

Does not authorize expenditures. The federal grant is expected to be $8,364,488.

Implementation and Assessment Plan

Upon approval of this item, the Milwaukee Public Schools Head Start program will submit the federal 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 2014-2015 Head Start federal application.

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

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(Item 6) Action on a Request to Submit an Application for Waivers from Head Start Performance Standard 45CFR1310.11(a), Child Safety Restraint Systems Requirement, for Four-year-old Students Only, and from Head Start Performance Standard 45CFR 1310.15(c)(1), Bus Monitor Requirement, and on the Provision of Transportation Services to MPS Head Start Students

Background

1. The Milwaukee Public Schools Head Start Program is requesting a waiver from Head Start Performance Standard 45CFR1310.11(a), child safety restraint systems requirement, for four-year-old students only, and Head Start Performance Standard 45CFR 1310.15(c)(1), bus monitor requirement. MPS is proposing to provide bus transportation for all Head Start children who request or need transportation to and/or from school in the 2014-2015 school year. Equitable access to education opportunities is a guiding principal 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.

2. The Milwaukee Public Schools Head Start Program is seeking approval to provide transportation services to Head Start students (3 & 4 year old programs) who request or need transportation to and/or from school in the 2014-15 school year. MPS currently transports 3,228 K3 and K4 students safely, responsively and efficiently. The same quality service would be provided for Head Start students.

3. With the approval of transportation for the FY14 school year, MPS Head Start experienced an 8% increase in attendance (as compared with FY13). The average program attendance rate increased from 83.3% to 92.15%. It is our belief that Head Start enrollment and attendance will continue to trend upward if transportation was provided. Additionally, by offering transportation to all students, families would be able to ride buses together rather than separating Head Start children from their siblings.

4. 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 continue to service Head Start students in the district's transportation plan.

Fiscal Impact Statement

5. It is expected that 65% of the 1,440 children in Head Start will take the bus service once it is offered. Providing this new service would involve MPS supporting 62 new bus routes at a cost of $1, 299,374. The district would cover these costs with local funds and not use Head Start funding to support this new service.

Implementation and Assessment Plan

6. 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 assured through contracts and regular monitoring of provider services.

7. Transportation services, as offered by MPS, have become increasingly safe and efficient mode of conveying students to and from school. Over the last few years, the Office of Pupil Transportation has begun several successful initiatives which have improved operations and safety of its transportation system.

8. Accidents and breakdowns: Standard bus driver training and reporting resulted in a 40% decline in accidents from 2010 to 2013 (238 to 143). The percentage of accidents to bus trips is 0.05%. Vehicle Inspections & Breakdowns: Vehicle Inspections conducted by the WI Highway Patrol and the number of vehicle breakdowns that occur over the year are good gauges for measuring the safety of buses. Bus companies contracted by MPS achieved a 92% first time Vehicle Inspection approval rate in 2012-2013. This compares to a WI state average of 85%.

9. Safety Precautions: The primary goal of the Transportation department is to promote safety, insuring that all students receive the safest transportation possible. Bus safety measures are reviewed carefully and on an ongoing basis for safety and effectiveness. This includes safety equipment such as 2-way radios; GPS fleet tracking, five point safety restraints for buses transporting 3 year olds and electronic child safety check systems.

10. Bus Behavior: MPS implemented the School Bus Behavior Project is to reduce the number of negative bus behavior incidents. This program has created a safe bus environment for student of all ages. Since its inception in the 2012-2013 school year, the number of incidents have decreased by 75%. The School Bus Behavior Initiative was designed to be easy to use, data driven and on-going. Focusing on communication and collaboration among bus drivers, schools and parents, the project utilizes both positive reinforcement (PBIS) and consistent consequences and actions for misbehavior. The project achieved its goal in 2012-2013 by reducing the number of school bus infractions from 63,334 to 16,511. Continued improvement is forecast for the 2013-2014 school year as schools, bus drivers, and parents become more familiar with the project.

Committee's Recommendation

Your Committee recommends that the Board:

1. grant the Administration permission to submit the application, as attached to the minutes of your Committee's meeting, for waivers from Head Start Performance Standard 45CFR1310.11(a), child safety restraint systems requirement, for four-year-old students only, and Head Start Performance Standard 45CFR 1310.15(c)(1), bus monitor requirement; and
2. approve the provision of transportation services to MPS Head Start Students.

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

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(Item 7) Action on Persistently Low-Performing Schools Report

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. 48 schools have been identified by the state as Fails to Meet Expectations and of those 48, 25 have been persistently low-performing.

The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

In response to the number of schools that were identified as persistently low-performing and in support of all schools, the Milwaukee Board of School Directors passed an amended proposal on February 27, 2014, to address the persistently low-performing schools.

The following board item information provides the detail of the processes that brought the Administration to the recommendations to address persistently low performing schools.

The Administration moved this work forward through the development of two processes: the School Quality Review (SQR) process and the Commitment Schools competitive grant application process.

- The School Quality Review (SQR) process included questionnaires, observation tools, and matrices for determining the needs of one-third of the total number of schools. The six areas reviewed were Leadership and Management, Achievement, Curriculum, Teaching and Instruction, Learning Environmen,t and Partnerships with Parents and Community.

- SQRs were conducted in 16 of the schools with the highest need from March 18-27, 2014. Schools were given the opportunity to review and provide responses to their respective SQRs from April 7-11, 2014.
- SQRs outlined the strengths, opportunities for improvement, aspirations of the school community and resources identified to turn aspirations into a reality. These findings are a part of ongoing efforts to provide instructional, operational and leadership supports schools.

All of the 48 schools were eligible to apply for grant funds through a competitive application process. Grant applications to become a Commitment School were received from 25 schools. Four of those schools scheduled to merge next year submitted a joint application, resulting in a total of 23 grant applications. Fourteen of the 25 schools also received School Quality Reviews. Two schools received School Quality Reviews and did not submit grant applications.

Schools participating in the Commitment Schools Grant process submitted electronic applications and presented their proposals to a review panel which included two Board members, community representatives, and central office administrators.

Fiscal Impact Statement

This item does not authorize expenditures. Funds are committed in the FY15 budget for these schools.

Implementation and Assessment Plan

To measure the effectiveness of the Commitment Schools initiative, the Administration will identify critical success factors in alignment with school proposals. In addition, the Administration will benchmark best practices from other districts and incorporate these strategies throughout the three-year implementation of the grants.

Committee's Recommendation

Your Committee recommends that the Board approve the Commitment School recommendations.

Director Holman moved to approve the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

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(Item 8) Action on a Request to Approve Revisions to the Model Partnership Contracts

Background

Since 1986, in accordance with state law, MPS has been offering alternative school options.

In order to reflect current practices and remain consistent with the most current information available, it is necessary to revise the model partnership contracts. Representatives from the partnership schools, the Office of the City Attorney, and the MPS Administration have agreed upon the following proposed revisions to the model partnership contracts:

1. language has been added to reflect the State's alternative accountability process;
2. performance measures have been revised;

3. language and appendices have been updated to reflect Title 1 requirements;

4. language and appendices have been revised relative to nutrition services.

Fiscal Impact Statement

This item alone does not authorize fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval and execution, the model partnership contracts will be effective beginning with the 2014–2015 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to the model partnership contacts as outlined 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 9) Action on a Request to Authorize Allocations for Behavioral Reassignment and Intensive Day Treatment Seats and to Approve the Corresponding Contracts

Background

Milwaukee Public Schools is required to provide a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. In order to meet this requirement, the Behavioral Reassignment (BR) program was created to serve students who have been expelled from the district with educational services or who, through the Central Office Hearing process, received placement in partnership schools for specified periods of time.

In addition to the behavioral reassignments, the district collaborates with the Milwaukee County Children's Court Center in providing Intensive Day Treatment (IDT) programs for students being assigned by the courts. These programs provide educational and therapeutic services to Milwaukee resident children ages 12 through 18 who are juvenile offenders or adjudicated delinquents.

The contract term with the behavioral reassignment and intensive day treatment partners 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 27, 2013, the Milwaukee Board of Board of School Directors approved one-year contracts for educational services with the following reviewed behavioral reassignment and intensive day-treatment schools:

- Banner Preparatory (hereinafter, "Banner Prep"), located at 5460 North 64th Street. The current contract specifies services for 110 BR FTEs (full-time-equivalent students) in grades nine through twelve.
- Career Youth Development (hereinafter, "CYD"), located at 3514 West Courtland Avenue. The current contract specifies services for 115.5 BR FTEs in grades nine through twelve.
- Wisconsin Community Services-Project Excel (hereinafter, "Project Excel"), located at 1300 South Layton Boulevard. The current contracts specify services for 40 BR FTEs and 30 IDT FTEs in grades six through twelve.
- Southeastern Youth and Family (hereinafter, "Southeastern"), located at 4050 North 34th Street. The current contract specifies services for 70 BR FTEs in grades six through eight.

- The Achievement Center (hereinafter, "TAC"), located at 606 W. Concordia Avenue. The current contract specifies services for 115 BR FTEs in grades six through twelve.
- Lad Lake-Ultra/Synergy (hereinafter, "Ultra/Synergy"), located at 225 West Capitol Drive. The current contracts specify services for 217 BR FTEs and 15 IDTFTEs in grades six through twelve.
- St. Charles Youth and Family Services (hereinafter, "St. Charles"), located at 151 South 84th Street. The current contract specify services for 70 BR FTEs in grades six through twelve and 30 IDT FTEs in grades seven through twelve.

The Administration has developed a process to provide a review and evaluation of educational programs and interventions provided to students. The charter school review process was used as a basis for developing the process. The data collected were reviewed, and preliminary findings were prepared relative to the contract renewal. The information was organized and presented to the Contract Review Team according to the areas of academics, financial and organizational performance standards.

Based on the review of the data and the outcome of the contract review process, Administration recommends one-year contract renewals, accompanied by actions plans, with Banner Prep, CYD, Lad Lake (South location), Southeastern, and The Achievement Center for behavioral reassignment seats for the 2014-2015 school year.

In the case of intensive day-treatment seats, Administration recommends one-year contract renewals, accompanied by actions plans, with Project Excel, Lad Lake Ultra, and St. Charles for the 2014-2015 school year.

Fiscal Impact Statement

Approval of this item authorizes expenditures totaling $7,563,372.90 for FY15, which will be adjusted if necessary to align with the FY15 Board-approved budget.

The chart below outlines the number of behavioral reassignment and intensive day-treatment seats for FY14 and the proposed number of seats for FY15. The behavioral reassignment contract costs listed below for FY15 are based on a per-pupil rate of $9,337.18 per FTE. The intensive day-treatment contract costs listed below for FY15 are based on a per-pupil rate of $9,271.48 for Project Excel and St. Charles and $8,372.16 for Lad Lake Ultra. Funding to cover the cost of the seats is included in the Board-approved FY15 budget in accounts ARC-0-I-AGN-1S-ECTV (Contracted School Services).

FY15 Proposed Seats

Behavioral Reassignment	Grade	FY14	FY14 Contract Cost	FY15	FY15 Contract Cost
Banner	9-12	110	$991,715	110	$1,027,089.80
Career Youth Development	9-12	115.5	$1,041,301	115	$1,073,775.70
Lad Lake Milwaukee/Synergy (2 campuses)	6-12	217	$1,956,383	80	$746,974.40
Project Excel	6-12	40	$360,624	0	0
St. Charles	6-12	70	$631,091	0	0
Southeastern	6-8	70	$631,091	80	$746,974.40
The Achievement Center	6-12	115	$1,036,793	115	$1,073,775.70
Unallocated					$2,212,911.70
Totals		737.5	$6,648,998	500	$6,881,501.70

Intensive Day Treatment	Grade	FY14	FY14 Contract Cost	FY15	FY15 Contract Cost
Lad Lake Ultra	6-12	15	$116,280	15	$125,582.40
Project Excel	6-12	30	$257,550	30	$278,144.40
St. Charles	7-12	30	$257,550	30	$278,144.40

Intensive Day Treatment	Grade	FY14	FY14 Contract Cost	FY15	FY15 Contract Cost
Totals		75	$631,380	75	$681,871.20

Implementation and Assessment Plan

Upon Board approval and execution, the behavioral reassignment and intensive day-treatment contracts will be effective beginning with the 2014–2015 school year.

A required action plan has been submitted by each of the schools recommended for seats. The Office of Family Services will work with families to ensure proper reassignment.

Contracts may be renewed, subject to a performance evaluation, the availability of funds, and the needs of MPS.

A portion of the unallocated funds will be reserved for students in the behavioral reassignment sites to receive additional supports including cognitive restructuring based on an upcoming RFP. The remainder of the unallocated funds will be reserved for behavioral reassignment seats to be assigned on an as-needed basis.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the behavioral reassignment and intensive day treatment seat allocations for the 2014-2015 school year as outlined in the attachment to the minutes of your Committee's meeting; and
2. approve the BR and IDT contracts as outlined in the attachments to the minutes of your Committee's meeting, to begin with the 2014-2015 school year.

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

* * * * *

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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 Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Action on Classified Personnel Transactions

	Name	Position and Salary	Date
		New Hires	
2	Ojore Abney	Building Service Helper I $11.13 per hour	05/27/2014

2	Jason Albrecht	Building Service Helper I $11.13 per hour	05/27/2014
2	Darron Powe	Boiler Attendant Trainee $31,899.66	05/27/2014
2	Sharon Williams	Food Service Assistant $10.81 per hour	05/19/2014
5	Peg Sklander	Food Service Assistant $10.81 per hour	05/12//2014
2	Lamont Morris	Food Service Assistant $10.81 per hour	05/19/2014
2	Stephanie Wallace	Food Service Assistant $10.81 per hour	05/27/2014
2	Dominique Johnson	Para Ed Assistant $17,823.69	05/05/2014
3	Jacqueline Smith	Para Ed Assistant $17,823.69	05/19/2014
2	Nathalia Robertson	School Secretary I — 12-month $27,063.02	05/05/2014
5	Judy Chamulak	School Kitchen Manager Trainee $11.62 per hour	05/12/2014
		Promotions	
2	Thelma Roberson	School Engineer I $40,492.14	05/27/2014
5	Keith Bloss	Boiler Attendant $35,552.92	05/12/2014
		Rehires	
2	Bama Grice	Para Ed Assistant $17,823.69	05/19/2014
4	Miguel Martinez	Building Service Helper I $11.13 per hour	05/05/2014
2	Hughie Simpson	Building Service Helper I $11.13 per hour	05/12/2014

Action on Certificated Leaves of Absence

	Present Assignment	Effective From
Illness April 2014:		
Clancy, Ryan	Vincent H.S.	March 20, 2014
Phillips, Connie	Special Serv.	March 3, 2014
Illness Leave, May 2014:		
Hemphill. Elizabeth	Carson	April 23, 2014
Mastroianni, Michael	Barton	March 5, 2014
Illness Leave Ext., June 2014:		
Krawiecki, Beth	On Leave	April 29, 2014
West, Yolanda	On Leave	May 2, 2014
Illness Leave, June 2014:		
Dolata, Dori	Hamilton H.S.	February 18, 2014
George, Sonia	Audubon M.S.	April 22, 2014
Hallman, Colleen	Groppi H.S.	April 22, 2014
Hunt, Kimberly	Milw French Immer	May 19, 2014
Shiroda, Michelle	Bethune	March 30, 2014
Wittig, Roberta	WCLL	May 20, 2014

Personal Leave June 2014:

Holman, Paula	Fernwood	June 4, 2014
Lioen, Anna	Hayes	May 7, 2014

Personal Leave Ext., Feb. 2015:

Ruppelt, Tara	On Leave	August 26, 2014

Personal Leave Ext., June 2015:

Bowes, Brittany	On Leave	August 26, 2014
Connolly, Nichole	On Leave	August 26, 2014
Krenn, Amy	On Leave	August 26, 2014
Lioen, Anna	On Leave	August 26, 2014
Mathews, Cathleen	On Leave	August 26, 2014
Stein, Rebecca	On Leave	August 26, 2014

Sabbatical Leave Jan. 2015:

Cifax, Patricia (Principal)	Alcott	September 2, 2014

Report on Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	9.0	5	Lauren Anderson	Psychologist	Neeskara	06/21/14
Retire	19.0	5	Beth Badura	Teacher	Curtin	05/13/14
Personal	6.0	5	Rachel Bartlett	Teacher	MSL	06/18/14
Personal	2.0	5	Samantha Bear	Teacher	Rufus King HS	06/04/14
Other Work	8.5	4	Jeremy Benishek	Lit Leader	Central Svcs	06/18/14
Personal	1.0	4	Joel Bocanegra	Psychologist	Doerfler	06/30/14
Personal	2.0	5	Wendi Borchardt	Nurse	Central Svcs	06/20/14
Retire	9.0	5	Katherine Bott	Teacher	Silver Spring	05/30/14
Personal	21.3	5	Sandra Brenner	Teacher	Whittier	06/30/14
Personal	2.0	5	Julia Buckingham	Teacher	Craig	06/18/14
Personal	12.0	5	Sarah Carpenter	Teacher	Westside Acad	06/17/14
Retire	7.8	2	Churchill Caruthers, Jr	Teacher	Central Svcs	06/13/14
Personal	5.3	6	Richard Case	Teacher	SCTE	06/18/14
Personal	2.0	5	Catherine Cebul	Teacher	ALBA	06/30/14
Personal	12.0	4	Cindy Eastberg	Teacher	Hartford	06/17/14
Personal	2.0	5	Karen Flanigan	Teacher	WCLL	06/17/14
Personal	1.0	5	Roberto Garcia Delgado	Teacher	Morse Marshall	06/17/14
Retire	4.0	5	Constance Gruen	Teacher	Kosciuszko	06/17/14
Personal	12.0	5	Amy Gutowski	Teacher	Kluge	06/19/14
Retire	12.0	5	David Guzzetta	Teacher	Longfellow	06/17/14
Personal	0.5	6	Robert Jackson	Teacher	Metcalfe	06/16/14
Retire	27.1	5	Jane Janicki	Teacher	River Trail	06/17/14
Retire	37.3	4	Maria Jimenez-Perez	Teacher	Morgandale	06/17/14
Retire	7.0	5	Sandra Johansen	Teacher	LaFollette	06/18/14
Personal	7.0	5	Brooklyn Justinger	Psychologist	Lincoln MS	06/20/14
Retire	30.0	5	Kathryn Kornwolf	Teacher	Whittier	06/17/14
Personal	1.0	5	Allison Krebsbach	Teacher	Carson	06/18/14
Personal	7.0	5	Lisa Krejcarek	Teacher	WCLL	06/17/14
Personal	3.0	5	Kelly Lynett	Teacher	Kilbourn	06/17/14
Personal	2.0	2	Heather Marley	Teacher	Audubon MS	06/17/14
Retire	24.0	5	Rita McKillip	Teacher	Greenfield	06/17/14
Personal	2.0	5	James Menke	Teacher	Rogers Street	08/01/14
Personal	2.7	5	Rebecca Menke	Teacher	ALBA	05/28/14
Personal	1.0	5	Alyson Nagel	OT	Central Svcs	06/17/14
Retire	14.0	2	Karen Nalls	Teacher	Meir	06/17/14

Personal	16.0	5	Jennifer Oneby	Teacher	River Trail	06/30/14
Retire	16.0	5	Connie Phillips	Nurse	Central Svcs	06/20/14
Other Work	6.0	6	Nicholas Poethig	Teacher	SCTE	06/18/14
Other Work	13.0	5	Nancy Puerzer	Math Coach	Hayes	06/19/14
Retire	28.0	5	Lynn Roginske	Teacher	Pulaski	06/17/14
Other Work	12.0	4	Rudy Ruiz	Director	Central Svcs	06/30/14
Personal	3.0	5	Jamie Schlies	Teacher	Mitchell	08/01/14
Retire	16.0	5	Robert Schmeling	Teacher	South Division	06/17/14
Retire	26.0	4	Rae Ellen Sena	Principal	Gaenslen	06/30/14
Personal	1.0	2	Rochelle Seymore	Teacher	Obama	06/17/14
Personal	14.0	5	Margaret Shumway	Teacher	MSL	06/17/14
Personal	1.0	5	Chelsea Sievert	Teacher	Whitman	06/18/14
Personal	0.1	2	Ramel Smith	Psychologist	Central Svcs	05/11/14
Personal	24.8	5	Susan Spear	Teacher	River Trail	06/22/14
Personal	5.0	5	Elizabeth Stegemann	Psychologist	Central Svcs	06/20/14
Retire	14.0	2	Lauren Stevens	Teacher	Kilbourn	06/17/14
Retire	12.0	2	Gwendolyn Sutton	Teacher	Carver	06/17/14
Personal	7.0	5	Heather Tucker	Social Wrkr	Rufus King HS	06/20/14
Personal	4.0	5	Anne Ward	Teacher	Central Svcs	06/24/14
Other Work	5.0	5	Anne Werley	Teacher	ALBA	06/18/14
Personal	6.0	5	Richard Wiegand	Teacher	MSL	06/30/14
Personal	1.0	5	Sara Wollner	Teacher	North Division	06/17/14
Other Work	22.0	2	Adrienne Woods	Director	Central Svcs	06/30/14
Personal	1.0	5	Marcy Zerwinski	Teacher	53rd Street	03/27/14

Report on Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	35.4	5	David Bajczyk	BSH I	South Division	05/25/14
Retire	16.7	5	Wendylu Cox	Secretary I	Vincent	05/14/14
Retire	26.8	5	John Lane	Boiler Att	Vincent	05/03/14
Retire	19.2	5	Marcella Lemberger	Para	Rufus King HS	05/29/14
Retire	19.6	2	Edgar Ricks	BSH II	MSL	05/31/14

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for June 2014 is attached to the minutes of your Committee's meeting. This is an informational report and reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions and leaves of absences, to be effective upon approval of the Board.

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

* * * * *

(Item 2) Action on Appointments and Reassignments of Principals and Assistant Principals and on Recommended Administrative Appointments, Promotions and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Committee's Recommendation

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

(2)(r)	Natosha Harris	Principal Hopkins/Lloyd Elementary School	Schedule 03, Range 13T $84,466.00
(2)(r)	Keushum Willingham	Principal Roosevelt Middle School	Schedule 03, Range 14T $79,480.00
(5)(r)	Jessica Quindel	Assistant Principal Riley/Humboldt Park Elementary School	Schedule 03, Range 10C $78,197.00
(2)(r)	Delicia Laster	Assistant Principal Roosevelt Middle School	Schedule 03, Range 11C $61,583.00
(2)(r)	Vickie Hall	Regional Coordinator Curriculum Office of the Chief Innovation Officer	Schedule 03, Range 12A $90,393.00
(5)(r)	Emily DeLeo	Nurse Supervisor Office of the Chief Academic Officer	Schedule 03, Range 08A $77,776.00
(5)(r)	Bonnie Pionke	Sr. Programmer Analyst Office of the Chief Operation Officer	Schedule 03, Range 05A $72,760.00
(5)(nr)	Jeffrey Tangen	System Programmer Office of the Chief Operation Officer	Schedule 03, Range 05A $72,760.00
(5)(nr)	Ryan Elbert	Transportation Assistant Office of the Chief Operation Officer	Schedule 03, Range 04A $46,562.00
(2)(r)	Yvette McGhee	Accountant I Office of the Chief Financial Officer	Schedule 03, Range 03A $46,500.00
(5)(nr)	Ashley Hughes	Accountant I Office of the Chief Financial Officer	Schedule 03, Range 03A $43,861.00

Note: The above recommendations are for positions that are approved in the FY15 budget.

2. Your Committee recommends that the following individual be re-assigned to the position indicated, to be effective upon approval by the Board.

(4)(r)	Marisol Alvarado-Patten	Principal Alcott Elementary School	Schedule 03, Range 14T $81,217.00

3. Your Committee recommends that the Board review and approve the following LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b):

(2) (r) Cassandra Brown	LTE Principal Coach Office of the Chief Innovation Officer	$40.00 per hour 4/21/14 to 6/30/14
(2) (r) Thyra Handford	LTE Principal Coach Office of the Chief Innovation Officer	$40.00 per hour 4/21/14 to 6/30/14
(2) (r) Elisabeth Words	LTE Principal Coach Office of the Chief Innovation Officer	$40.00 per hour 4/21/14 to 6/30/14
(5) (r) William C Johnson	LTE Board Staff Assistant Office of Board Governance	$25.00 per hour 5/27/14 to 8/29/14

Codes:

1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic

5 White
6 Other
r Resident
nr Non-resident

In accordance with notice previously given, Director Woodward moved that the Board retire to executive session, pursuant to Section 19.85(1)(c), Wisconsin Statutes, for the purpose of considering employment, promotion, compensation or performance data of any public employee over which the governmental body has jurisdiction.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

The Board retired to executive session at 7:18 PM.

The Board reconvened in open session at 7:50 PM.

Director Woodward moved to approve the administration's recommendations, except the Principal at Lloyd Hopkins.

Director Spence moved a substitute, to approve the Committee's recommendations.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Sain, Spence, Zautke and President Bonds—7.

Noes—Director Woodward—1.

Abstaining from voting—Director Miller—1.

* * * * *

(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

Background

1. Recommended for the Board's approval at this meeting are the following purchases, as detailed in the attachments to the minutes of your Committee's meeting:

Various Vendors	Enterprise Licensing and Maintenance Fees: XXX-0-0-TLN-DW-EMTC (Various lines in the Technology License Account — Maintenance Contracts)	$4,408,550

Learning A-Z 3,580 Online Resource Licenses: GEN-0-0-INV-DW-ESWR (Instructional Resources — Software).....$524,040

2. 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.

3. Below is the listing of donations offered to schools and departments:

School	Donor	Amount	Gift or Purpose
ALBA	Cermak	$50.00	Family Event
ALBA	Einstein Bros Bagels	$60.00	Family Event
ALBA	El Rey	$60.00	Family Event
ALBA	Grebe's Bakery	$80.00	Family Event
ALBA	KFC	$25.00	Family Event
ALBA	Klements Sausage	$10.00	Family Event
ALBA	Lopez Bakery	$60.00	Family Event
ALBA	McDonalds	$70.00	Family Event
ALBA	National Bakery	$50.00	Family Event
ALBA	Omega Restaurant	$30.00	Family Event
ALBA	Panaderia El Sol	$60.00	Family Event
ALBA	Starbucks - Miller Parkway	$40.00	Family Event
ALBA	Starbucks - Oklahoma	$40.00	Family Event
ALBA	Usingers	$50.00	Family Event
Brown	Brewers Community Foundation	$4,200.00	Monetary Donation and Clothing for Needy Students
Emerson	LeadDog Marketing Group	$2,700.00	Kohl's Cares Field Trip Grant
Gaenslen	Cheryl Banks James	$20.00	NY Field Trip
Gaenslen	Joan Gozdziewski	$50.00	NY Field Trip
Gaenslen	LeadDog Marketing Group	$955.00	Kohl's Cares Field Trip Grant
Gaenslen	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Gaenslen	Marion Reiter	$20.00	NY Field Trip
Gaenslen	Thor Stolen	$100.00	NY Field Trip
Garland	LeadDog Marketing Group	$2,498.00	Kohl's Cares Field Trip Grant
Garland	Westat	$25.00	General School Use
Grantosa	LeadDog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Hampton	PPG Industries Foundations	$750.00	Field Trip
Holmes	Gary L Olson and Tracy Stevenson-Olson	$40.00	General School Use
Holmes	MPS Foundation	$180.00	Book Drive
Lafollette	Capella University - JustGive.org	$80.00	Capella University - Inspire Giving Program
Lowell	Boxtops for Education	$374.40	Boxtops for Education
MacDowell	Jill Hurst	$300.00	Drama Club
MacDowell	Raising the Steak, Inc	$96.00	12 Boxes of Cookie Dough
Manitoba	Myra Orlowski	$300.00	Music Enrichment
Maryland Montessori	Fletcher Koch Travelers	$584.00	Rain Garden
Metcalfe	Tony Cardin and Rachel Johnson	$150.00	Music Enrichment
Milw German Immersion	Cimco Recycling	$17.20	General School Use
Milw School of Languages	Wisconsin Masonic Foundation	$1,000.00	Student Scholarship

School	Donor	Amount	Gift or Purpose
Milwaukee Sign Language	Boxtops for Education	$459.70	General School Use
Morse Marshall	Fraternal Order of Police	$500.00	Camp-Side-by-Side Participation
New School for Community Service	MPS Foundation	$250.00	Incentive Grant
North Division	Annie Woodward	$59.45	Hoodies for Newspaper Group
North Division	Bobbie Lathan	$100.00	Hoodies for Newspaper Group
North Division	James Smith	$50.00	Newsletter
Rufus King	Northwestern University	$2,500.00	General School Use
Rufus King	Student Fundraiser	$430.00	Theatre Program
Rufus King	The Lord's Way	$25.00	School Gospel Choir
South Division	Abbott Fund	$30.00	School Supplies
South Division	LeadDog Marketing Group	$2,405.00	Kohl's Cares Field Trip Grant
Starms ECC	CEC Entertainment	$167.37	General School Use
Starms ECC	General Mills	$178.70	General School Use
US Grant	Boxtops for Education	$11.20	PBIS
US Grant	Joseph & Zilber Family Foundation	$1,000.00	$500 in books; $500 target gift card
US Grant	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Wedgewood Park	Donorschoose.org	$170.76	PBIS Rewards
Zablocki	Applebee's	$1,200.00	Student Incentives — Free Meal Coupons
Zablocki	Cousins	$1,000.00	Student Incentives — Free Meal Coupons
Zablocki	Jimmy Johns	$250.00	Staff Appreciation

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as summarized above and detailed 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 Contracts Recommendation, Equipment Purchase, Material Purchase, Contract Extensions, and Request for Proposals

Background

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

- Construction Contracts:

  — Bluemels Maintenance Services — New Tot Lot — Howard Avenue Montessori School, Code: FAR00MM2TP ECNC GND4 ..... $113,600.00

— Butters-Fetting — Heating Plant Replacement — South Division, Code: FAR00MMSSD ECNC HVA4 ..... $395,000.00

- Equipment Purchase:

  — Lighthouse Safety — Fall Protection Equipment, Code: FAR00ECCDW ECNC4 ..... $80,547.63

- Materials Purchase:

  — Roofers Mart of Wisconsin — Aluminum Roof Coating Material, Code: FAR00MM2DW ECNC $79,165.00

  — Filtration Concepts — HVAC Filter Purchase, Code: BLD00BOPDW ESUP $119,221.20

- Contract Extensions:

  — Wisconsin Surplus Online Auctions, Code: NA

  — U.S. Energy Services, Code: BLD00UTLDW ESUP $84,000.00

- Request for Proposals:

  — To provide Recycling and Trash Disposal Services:
  Waste Management of Wisconsin,
  contract period of July 1, 2014-June 30, 2017
  Code: BLD00TULDW ESRD
  (Annually for Recycling) ..... NTE $121,704.00
  (Annually for Trash) ..... NTE $617,278.32

  — To provide Supplemental Contract Cleaning and Project Summer Cleaning Services:
  ABM Janitorial Services and Clean Power,
  contract period of July 1, 2014-June 30, 2015
  Codes: BLD00B0PXX ECTS (Supplemental Cleaning)..... NTE $350,000.00
  CSV00CNRDW ECTS (Summer Cleaning) ..... NTE $300,000.00

  — To provide contract labor services for Machinery Maintenance Mechanics and Roofers on an as-needed basis,
  contract period of July 1, 2014-June 30, 2015:

  > Marshall Erecting, Inc. (machinery maintenance mechanics):
  Codes MTN00FSH11 ECTS and codes to determined by projects initiated by schools/department ..... NTE $100,000.00

  > M.M. Schranz Roofing, Inc. and Kaschak Roofing, Inc., (roofers):
  Codes MTN00FSH11 ECTS, FAR00MM2DW ECNC, and codesto be determined by projects initiated by schools/departments ..... NTE $150,000.00

Committee's Recommendation

Your Committee recommends that the Board authorize the attached contracts and purchases as described above and 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 5) Action on the Award of Professional Services Contracts, Including Authorization to Waive a Portion of Administrative Policy 3.09

Background

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

This item authorizes expenditures:

- Goodwill TalentBridge, LLC, for dispatching of substitutes ..... SPS-0-0-HRO-HR-ECS $100,000
- MJ Care, Inc., for physical therapy services ..... PTS-0-0-SES-DE-ECTS $69,936
- MJ Care, Inc., for occupational therapy services ..... OTS-0-0-SES-DE-ECTS $155,092
- Rehab Solutions, LLC, for speech/language therapy ..... SPL-0-I-EEN-DW-ECTS $2,200,000
- MJ Care, Inc., for speech/language therapy ..... SPL-0-I-EEN-DW-ECTS $530,000
- EBS for speech/language therapy ..... SPL-0-I-EEN-DW-ECTS $1,500,000
- Smarty Ants, Inc., for online literacy interventions ..... GEN-0-0-INV-DW-ESWR $361,218
- Compass Learning for Odyssey Intervention Product support and maintenance ..... GEN-0-0-INV-DW-ESWR $477,000
- M & M Technologies for programming and data support to the Office of Academics ..... OSC-0-A-1F5-RH-ECNS $160,000
- UW-Madison for implementing the GEAR UP grant ..... GEN-0-I-GQ5-CI-ECTS $236,305
- UW-Madison for implementing the GEAR UP grant ..... GEN-0-I-GQ5-CI-ECTS $108,000
- Cardinal Stritch University ofr implementing the GEAR UP grant ..... GEN-0-I-GQ5-CI-ECTS $148,234
- Boys & Girls Club of Greater Milwaukee for implementing the GEAR UP grant ..... GEN-0-I-GQ5-CI-ECTS $113,750
- Data Management Inc., for a mobile tine and attendance system in Recreation and Community Services ..... CSV-0-0-PRC-RC-ECTS $63,681
- Wieczorek Software, LLC, for Data Warehouse report and Dashboard development ..... SV-0-0-TEC-TC-ECTS $132,500
- Various bus companies for transportation. ..... Various Budget Codes $557,000

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth above and in the attachments to the minutes of your Committee's meeting, except for RFP 750 — Authorization to Waive a Portion of Administrative Policy 3.09 and to Extend the Contract with Goodwill TalentBridge, LLC, for Managing the Dispatching of Substitutes to MPS Schools and Administrative Offices — which your Committee is forwarding to the Board without recommendation because the item had not been noticed for action on the waiver of a portion of Administrative Policy 3.09.

Vice President Holman in the Chair.

Director Spence moved to waive Administrative Policy 3.09(5)(3) regarding RFP 750 and to approve the administration's recommendations regarding all award of professional services contracts.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and Vice President Holman—8.

Noes—None.

Temporarily absent—President Bonds—1.

President Bonds having returned to the meeting and resumed the Chair, he requested that he be recorded as voting affirmatively on the item.

There being no objection, to vote on Director Spence's motion was recorded as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

- New Teacher Center for implementation and evaluation of an effective induction program
  - SDV-0-S-T25-OD-ECTS ..... $ 65,700
  - SDV-0-0-MNT-DW-ECTS ..... $ 40,000
  - Total ..... $ 105,770
- GPS Education Partners, Inc., for alternative education programming
  - GEN-0-I-IV5-OI-ECTS ..... $ 129,700

- Milwaukee Education Partnership for enhanced teaching and learning
  - SDV-0-0-MPT-FN-EIDU ..... $ 100,000
  - SDV-0-0-MNT-FN-EIDU ..... $ 40,000
  - Total ..... $ 140,000
- Northwest Evaluation Association for web-based Measures of Academic Progress
  - OSC-0-S-1F5-RH-ETTX ..... $ 793,350
- Northwest Evaluation Association for web-based Measures of Academic Progress (Title I)
  - GOE-0-I-1N5-1S-ECTS ..... $ 129,600
- UW-Madison WCER for updated performance measures
  - GEN-O-I-GQ5-CI-ECTS ..... $ 270,469
- Milwaukee County Youth Education Center for Title ID Services
  - SDV-0-S-9A5-MY-ECS ..... $ 5,908
  - OPI-0-I-9A5-MY-ESUP ..... $ 50,000
  - SDV-0-S-915-MY-ESUP ..... $ 5,386
  - GEN-0-I-9A5-MY-ESUP ..... $ 200
  - DWC-0-0-9A5-DW-EICG ..... $ 3,506
  - Total ..... $ 65,000
- CESA #1 for Title ID services
  - SCF-0-0-CTG-DW-ECTS ..... $ 13,400
  - GOE-0-I-1N5-1S-ECTS ..... $ 1,289
  - PRT-0-S-1N5-1S-ECTS ..... $ 82
  - SD1-0-S-1N5-1S-ECTS ..... $ 84
  - OSC-0-A-1N5-1S-ECTS ..... $ 116
  - SDV-0-S-9A5-7A-ECTS ..... $ 3,250
  - OSC-0-A-9A5-7A-ECTS ..... $ 6,072
  - GOE-0-I-9A5-7A-ECTS ..... $ 72,914
  - OSC-0-A-9A5-56-ECTS ..... $ 1,366
  - GOE-0-I-9A5-56-ECTS ..... $ 16,212
  - Total ..... $ 114,785
- Milwaukee Center for Teaching, Learning & Public Education (MCTLPE) for student recruitment project
  - HXP-0-0-SSF-DW-ECTS ..... $ 100,000

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth 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 a Request to Approve District Purchases, in Compliance with Administrative Policy 3.09

Background

The Administration, in conjunction with the Office of Accountability and Efficiency (OAE), has reviewed expenditures that individually or cumulatively exceed $50,000 in FY14 for compliance with administrative policies and district-wide procedures.

The District's purchasing and bidding policy, Administrative Policy 3.09, was updated in December of 2012. The policy requires that the Finance Department report all purchases of goods and services from vendors whose cumulative fiscal-year totals not previously approved by the Board exceed $50,000. This policy was intended to ensure that the Board is informed of all vendor expenditures exceeding $50,000. Individual service contracts less than $50,000 have been reported to the Board in the monthly report of contracts less than $50,000.

Committee's Recommendation

Your Committee recommends that the Board approve all amounts in FY14 as listed 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) Possible Action on a Report by the Chief Accountability and Efficiency Officer (CAEO) on the Status of Current Projects

Your Committee reports having received a report on a status of current projects from the Chief Accountability and Efficiency Officer (CAEO). Over the last several reports, the Office of Accountability and Efficiency (OAE) has provided updates on the major projects to improve two areas identified by the Superintendent, the District's payables and Facilities and Maintenance (F&M), and the continuing work in the contracting and grant processes. This report presents some of the metrics and key performance indicators (KPIs) that are monitored in these areas to ensure that improvements are sustained over the long term and additional upcoming projects in FY15.

Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 9) Action on a Request to Authorize Contracts for Title IA Services for Non-Public School Students and Title IIA Professional Development Services for Non-Public School Personnel

Background

Milwaukee Public Schools is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools and Title IIA professional development services for non-public school personnel. Services include supplemental instruction for students at risk of failing, professional development for educational staff, and parental involvement activities. The non-public schools' Title IA and Title IIA services are delivered through third-party providers. The contracts for FY15 are based on estimated budgets.

Fiscal Impact Statement

The item authorizes expenditures from Title IA funds for supplemental services for non-public school students and Title IIA funds for professional development services for non-public school personnel. The contract amounts are based on estimated budget amounts, using a formula determined by federal law and

the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed $16,299,074.33 and is available through the following budget codes for the following approved RFP #850 respondents:

- Catapult Learning West, LLC $5,292,971.20

  Title IA: PRT-0-S-1N5-1S-ECTS.....$282,073.70
  SD1-0-S-1N5-1S-ECTS.....$290,312.96
  OSC-0-A-1N5-1S-ECTS $358,242.61
  GOE-0-I-1N5-1S-ECTS.....$3,905,645.92

  Title IIA: SD1-0-S-T25-1S-ECTS $434,948.58
  OSC-0-A-T25-1S-ECTS.....$21,747.43

- Learning Exchange.....$4,782,253.53:

  Title IA: PRT-0-S-1N5-1S-ECTS.....$244,847.15
  SD1-0-S-1N5-1S-ECTS.....$251,999.04
  OSC-0-A-1N5-1S-ECTS $332,314.05
  GOE-0-I-1N5-1S-ECTS.....$3,657,079.43

  Title IIA: SD1-0-S-T25-1S-ECTS $281,917.96
  OSC-0-A-T25-1S-ECTS.....$14,095.90

- Learn-It Systems, LLC $1,095,101.89:

  Title IA: PRT-0-S-1N5-1S-ECTS.....$55,085.51
  SD1-0-S-1N5-1S-ECTS.....$56,694.54
  OSC-0-A-1N5-1S-ECTS $76,382.62
  GOE-0-I-1N5-1S-ECTS.....$843,002.64

  Title IIA: SD1-0-S-T25-1S-ECTS $60,891.98
  OSC-0-A-T25-1S-ECTS.....$3,044.60

- NonPublic Educational Services, Inc. $5,128,747.71:

  Title IA: PRT-0-S-1N5-1S-ECTS.....$266,171.89
  SD1-0-S-1N5-1S-ECTS.....$273,946.66
  OSC-0-A-1N5-1S-ECTS $353,608.31
  GOE-0-I-1N5-1S-ECTS.....$3,879,985.29

  Title IIA: SD1-0-S-T25-1S-ECTS $338,129.10
  OSC-0-A-T25-1S-ECTS.....$16,906.46

Implementation and Assessment Plan

Contracts will run from July 1, 2014, through June 30, 2015 (Attachments 1-4 to the minutes of your Committee's meeting). In accordance with contract requirements, formal and informal assessments will be conducted, and progress monitoring along with rigorous annual reporting requirements will be observed. Selected site visits will be conducted along with regular meetings with the service providers and school officials. The contracts will be monitored by Title I staff.

Committee's Recommendation

Your Committee recommends that the Board authorize contracts for Title IA services for non-public school students and Title IIA professional development services for non-public school personnel as detailed in the Fiscal Impact Statement and attachments 1-4 to the minutes of your Committee's meeting. The non-public school Title IA services contracts are for the following approved RFP #850 respondents and will not exceed the amounts specified:

- Catapult Learning West, LLC $5,292,971.20;
- Learning Exchange.....$4,782,253.53;

- Learn-It Systems, LLC $1,095,101.89;
- NonPublic Educational Services, Inc. .....$5,128,747.71.

The contracts may be extended for two additional one-year terms as approved by the Milwaukee Board of School Directors each year.

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

* * * * *

(Item 10) Action on Non-Renewal Process for Teachers

Background

At the May 29, 2014, regular board meeting, the Administration was directed to develop a non-renewal process for consideration during the June 2014 board cycle.

Below is the proposed teacher non-renewal process for consideration:

NON-RENEWAL PROCESS FOR TEACHERS

A principal with serious concerns regarding the performance of a teacher may recommend that the Administration consider non-renewing that teacher's employment contract at the end of the school year. Upon the recommendation, the principal must meet with his/her Regional Superintendent and a representative of the Employment Relations Department to review the evidence documenting the teacher's performance.

If the Regional Superintendent and Employment Relations agree that there is sufficient evidence to further explore the non-renewal of the teacher, the Office of Human Capital will send written notice to the teacher indicating that the District is preliminarily considering non-renewing the teacher's employment contract. In the notice, the teacher will be notified of the opportunity to meet with a representative from the Talent Management Department to further discuss the potential non-renewal.

Upon request, the teacher will meet with a representative from the Talent Management Department to discuss the performance concerns and the potential non-renewal. At the meeting, documentation regarding the teacher's performance will be shared with the teacher. After the meeting is concluded, the representative from Talent Management will determine if there is sufficient evidence to non-renew the teacher. In the event that the teacher does not choose to meet with Talent Management, a decision regarding the non-renewal will be made based on the evidence provided by the Administration. If the decision is to non-renew the teacher's employment contract, the teacher will receive written notice of the final decision to non-renew his/her employment contract. In the notice the teacher will be advised of their right to appeal the non-renewal.

Any teacher non-renewed at the end of the 2013-14 school year will be able to appeal the non-renewal through the grievance procedure found in the MPS Employee Handbook. As such, the non-renewal will be treated as a termination which must be supported by just cause.

Section 118.22, Wisconsin Statutes, provides a process by which school districts across the state can non-renew their employment contacts with teachers. Pursuant to Section 119.04, Wisconsin Statutes, as a first-class city school system, the District is not required to follow the non-renewal process outlined in Section 118.22, Wisconsin Statutes.

On July 1, 2013, after the expiration of the last collective bargaining agreement with the MTEA (Teachers), the MPS Employee Handbook became applicable to all teachers in the District. As required by

Act 10, the MPS Employee Handbook outlines a grievance process whereby a discipline, termination, or workplace safety issue can be appealed. The MPS Employee Handbook does not exclude non-renewals from its definition of termination.

In April 2014, the Administration started the process of preliminarily considering the non-renewal of a small number of teachers in the District with the intent of providing any teacher who is ultimately non-renewed with full access to the grievance procedure, as outlined in the MPS Employee Handbook, for purposes of appeal.

The City Attorney's Office has advised that it is appropriate to use the grievance procedure, as outlined in the MPS Employee Handbook, as the method to appeal any non-renewal that may occur at the end of this school year.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the non-renewal process will be implemented as described for those teachers currently being considered for non-renewal at the end of the 2013-14 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the non-renewal process, as presented above, for any teacher being considered for non-renewal this school year.

Your Committee also recommends that the Administration return no later than the October 2014 board cycle with a recommendation for a permanent non-renewal process to be implemented in subsequent years.

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Holman, Sain, Spence, Zautke and President Bonds—5.

Noes—Directors Miller and Woodward—2.

Abstaining from voting—Directors Falk and Joseph—2.

* * * * *

(Item 11) Report and Possible Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Properties Located at 921 West Meinecke Avenue, Milwaukee, Wisconsin, and 5575 N. 76th Street, Milwaukee, Wisconsin

Background

Your Committee reports that, at the request of the Administration, your Committee retired to executive session for the purpose of considering a negotiating strategy for the possible lease or sale of public properties located at 921 W. Meinecke Avenue, Milwaukee, Wisconsin, and and 5575 N. 76th Street, Milwaukee, Wisconsin.

This request was made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Your Committee further reports that it reconvened in open session to continue with the remainder of its agenda.

Although this item is noticed for possible action, no action is required.

Consideration postponed until the end of the meeting.

* * * * *

(Item 12) Report and Possible Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

Background

Your Committee reports that, at the request of the Administration, your Committee retired to executive session for the purpose of considering collective bargaining negotiations strategy with respect to wages.

This request was made pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Your Committee further reports that it adjourned from executive session.

Although this item has been noticed for possible action, no action is required.

Consideration postponed until the end of the meeting.

* * * * *

NEW BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the reports of the Board's delegate to the Milwaukee Education Partnership (MEC), of the Board's delegate to the Title I District Advisory Council (DAC), and of the Board's delegate to the MPS Head Start Policy Council.

(Item B) Monthly Report of the President of the Board

The President of the Board reported that, during the months of May and June 2014, he engaged in the following activities:

1. met with Dr. Thornton on numerous MPS issues;
2. attended a hearing on St. Marcus's request for Lee Street school;
3. gave interviewed to various news stations regarding MPS issues;
4. attended a Common Council meeting in May regarding facility issues;
5. attended a GMC luncheon at the University Club;
6. met with numerous elected officials regarding Lee Street School;
7. met with the Office of Board Governance on numerous issues impacting on MPS; and
8. met with the Office of Accountability and Efficiency on numerous issues.

* * * * *

RESOLUTIONS

Resolution 1415R-007

By Director Miller

WHEREAS, Milwaukee Public Schools has a longstanding tradition of offering healthcare benefits to its employees; and

WHEREAS, As the needs of MPS have grown, the fiscal resources supporting these needs have continued to diminish; and

WHEREAS, MPS seeks to maintain the provision of healthcare benefits to its employees, but is faced with the challenge of developing alternative healthcare-delivery options that align with current budgetary constraints; and

WHEREAS, Healthcare services is a highly regulated indutry, with multiple layers of options that coincide with an employee's receipt of benefits; and

WHEREAS, Shifts in healthcare regulations have resulted in communication deficiencies between MPS employees and the various MPS offices in charge of administering healthcare services; and

WHEREAS, MPS must take steps to ensure that its employees continue to receive healthcare options, at a sustainable cost, and are equipped with the requisite knowledge regarding benefit administration and service-delivery alternatives; now, therefore, be it

RESOLVED, That a communication system be developed for the provision of healthcare benefits and services that both reaches all district employees and positions employees to access and receive the necessary support in navigating through their healthcare issues: and be it

FURTHER RESOLVED, That an inter-district committee be created that will welcome ideas from all district personnel as well as key stakeholders regarding healthcare options and savings mechanisms; and be it

FURTHER RESOLVED, That existing resources from the Office of Accountability and Efficiency, the Office of Human Capital, and the Research and Development Department within the Office of School Innovation be utilized to collaboratively define and implement a process and create tools to garner feedback on healthcare matters as well as carry forward the tenets of this Resolution using a committee structure; and be it

FURTHER RESOLVED, That a healthcare-delivery proposal be developed that incorporates the vision and meets the needs of a cross-section of district employees, which is to be brought forward for presentation to and approval by the Board no later than the April 2015 Board cycle; and be it

FURTHER RESOLVED, That by virtue of approval of this Resolution, the Board shall effectively hold consideration of any future or impending Board Items related to the creation and/or delivery of healthcare options until such time when the Board has received and considered the healthcare-delivery proposal outlined herein.

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

ITEMS POSTPONED FROM CONSIDERATION UNTIL THE END OF THE MEETING

The Board next took up the items postponed from consideration earlier in the meeting.

Communication from the Superintendent, Item A, Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Properties Located at 2760 N. First Street, Milwaukee, Wisconsin (former Malcolm X)

Communication from the Board Clerk, Item B, Update and Possible Action on a Recommendation of a Firm to Assist the Office of Board Governance in the Search for a New Superintendent of Schools

Accountability, Finance and Personnel Committee, Item 11, Report and Possible Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Properties Located at 921 West Meinecke Avenue, Milwaukee, Wisconsin, and 5575 N. 76th Street, Milwaukee, Wisconsin; and

Accountability, Finance and Personnel Committee, Item 12, Report and Possible Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages.

Director Spence moved to combine the question and retire to executive session, in accordance with notice previously given and pursuant to Section 19.85(1)(e), Wisconsin Statutes, for the purpose of deliberating or negotiating specified public business whenever competitive or bargaining reasons require a closed session.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

The Board retired to executive session at 9:23 PM.

The Board adjourned from executive session at 10:50 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 24, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 6:31 PM.

Present—Directors Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—8.

Absent and excused—Director Falk—1.

The Board Clerk read the following call of the meeting:

June 23, 2014
2nd Revision

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be convened at 6:30 p.m. on Tuesday, June 24, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the following purposes:

1. to consider and to take action on an administrative appointment;
2. to consider and to take action on reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions); and
3. to conduct performance Evaluations of the Chief Accountability and Efficiency Officer and of the Board Clerk/Director, Office of Board Governance.

With respect to Item 1, above, the Board will accept public testimony.

With respect to Items 1 and 3, above, and 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 retire to executive session for the purpose stated above. The Board may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of its agenda. With respect to Item 3, the Board may adjourn from executive session.

With respect to Item 2, 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 to continue with the remainder of its agenda. The Board may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of its agenda.

LYNNE A. SOBCZAK
Board Clerk

(Item 1) Action Requested on an Administrative Appointment

This item initiated by the Superintendent

Recommendation

The Superintendent recommends that the following individual be appointed to the classification indicated, to be effective July 1, 2014.

(2)(nr)	Erbert Johnson	Chief of Staff Office of Superintendent	Schedule 03, Range17A $138,671.00

Note: The above recommendation is for a position that has been approved in the FY15 budget.

Codes:

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

Director Miller moved to approve the Superintendent's recommendation.

Director Woodward moved a substitute, to hold the item for one month to allow for more time for public testimony.

The substitute failed for lack of a second.

The question being on Director Miller's motion to approve, it was adopted, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Sain, Spence, Zautke and President Bonds—7.

Noes—Director Woodward—1.

* * * * *

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

Background

As more than 30 days will have passed between the regular June and the regular July meetings of the Milwaukee Board of School Directors, the reports of the Independent Hearing Officers of the Board of School Directors from the following dates and times are being presented to the Board in the attachment (under separate cover) for its consideration and action:

June 18, 2014 ..... 9:30 a.m., 11:30 a.m., 2:00 p.m., and 3:30 p.m.

June 19, 2014 ..... 9:30 a.m., 11:30 a.m., 2:00 p.m., and 3:30 p.m.

Recommendation

That the Board accept the reports of the Independent Hearing Officers, as provided under separate, from the following dates and times:

June 18, 2014 ..... 9:30 a.m., 11:30 a.m., 2:00 p.m., and 3:30 p.m.

June 19, 2014 ..... 9:30 a.m., 11:30 a.m., 2:00 p.m., and 3:30 p.m.

Director Spence moved to approve the recommendations of the Independent Hearing Officers.

Director Woodward moved a substitute, to place the item on file.

The substitute failed for lack of a second.

The question being on Director Spence's motion to approve, it was adopted, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Sain, Spence, Zautke and President Bonds—7.

Noes—Director Woodward—1.

With respect to Item 3, Director Spence moved that the Board retire to executive session, pursuant to Wisconsin Statutes 19.85(1)(c), 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 motion prevailed, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

The Board retired to executive session at 7:01 PM.

Director Miller left at 7:13 PM.

The Board adjourned from executive session at 8:54 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence (6:35 PM), Woodward, Zautke, and President Bonds—9.

Absent—None.

The President requested a moment of silence to commemorate the passing of two Milwaukee Public Schools students:

- Sierra Guyton, a 10-year-old student at Clarke Street School, who had been struck by a stray bullet on May 21, 2014, and passed away on July 13, 2014; and
- Van Tha Len Sang, a 14-year-old student at Riverside University High School, who drowned in the Menomonee River at Hoyt Park on July 19, 2014.

AWARDS AND COMMENDATIONS

Excellence in Education Award (Posthumous) — Destinee S. Blue

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" posthumously to:

DESTINEE S. BLUE
MPS Graduate and Former Assistant Coach

Destinee S. Blue was cherished by her family and was a loving daughter to DelShannon McAllister and Eric Blue.

Destinee was a graduate of Harold S. Vincent High School in Milwaukee Public Schools. She was a good student and a proud member of the girls' basketball team, where she helped lead Vincent to back-to-back Wisconsin state championships.

Destinee graduated from Cleveland State University, where she was also a sociology major. While at Cleveland State, she played center position and was one of the leading scorers for the women's basketball team.

Destinee recently served as an assistant coach at Riverside High School during the 2012-13 school year, later journeying to Europe, where she played basketball professionally.

Destinee had a warm spirit and was known as a delightful young lady. Her life had a tremendous impact on the community and the lives of her family, friends, teachers, coaches, and teammates.

Ms. Destinee S. Blue passed away on June 28, 2014, at the age of 25.

The Milwaukee Board of School Directors recognizes the contributions to the community by Destinee S. Blue and for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of April 24, 2014, and May 1, 7, 15, and 29, 2014, were approved as printed.

Also, the minutes of the regular and special Board meetings of June 5, 19, and 24, 2014, were approved as printed.

* * * * *

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item A) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

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 meeting itself (members present, specific Board vote, etc.).

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 attached resolution, which the Board will have to adopt in order to authorize issuance of the RANs.

(attachment)

RESOLUTION AUTHORIZING THE SALE OF REVENUE ANTICIPATION NOTES

Whereas, Milwaukee Public Schools ("MPS") is a department of the City of Milwaukee ("City") authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;

Whereas, MPS is temporarily in need of funds in the amount not to exceed $275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2014- 2015 school year ("Fiscal Year");

Whereas, the Milwaukee Board of School Directors ("Board") deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes be issued to fund the temporary need;

Whereas, in accordance with Section 67 .12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS's total actual and anticipated receipts in the fiscal year, and shall be repaid no later than I 8 months after the first day of the fiscal year;

Whereas, the tax for the operations and maintenance of schools of MPS for the Fiscal Year heretofore has been voted to be collected on the next tax roll;

Whereas, to the best of the knowledge, information and belief of the Board, MPS complies with the revenue limits set forth in Sections 121.91and121.92, Wisconsin Statutes; and

Whereas, the City may enter into an interest rate exchange agreement in order to better match the interest rate on the RANs with the interest earnings on the investments to pay the maturing debt service;

Now, therefore, be it

Resolved, by the Milwaukee Board of School Directors that it hereby requests the City to issue revenue anticipation notes ("RAN s") 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.

Recommendation

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

Director Spence moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

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

(Item A) Report and Possible Action on a Contract with Ray and Associates for Executive Search Firm Services

Background

On March 12, 2014, Dr. Gregory Thornton submitted a letter of resignation to be effective June 30, 2014. Thereafter, on March 13, 2014 the Board conducted a work session to hold discussions regarding the process for searching for a new Superintendent of Schools.

Proposals from executive search firms were received by the Office of Board Governance. All proposals received were reviewed in accordance with the direction given and process discussed during the March 13, 2014 meeting of the Board.

As a result of completing the process, the contract for executive search firm services with Ray and Associates is attached for consideration by the Board.

Fiscal Impact Statement

At the June 19, 2014 meeting of the Milwaukee Board of School Directors action was taken approving the transfer of $250,000 into budget line SCF-O-A-CTG-OB-ECTS0000 (Search-Contracted Services) for the purpose of conducting a Superintendent search in FY15.

Implementation and Assessment Plan

Upon the Board's approval the Office of Board Governance will execute the contract and begin working with Ray and Associates on the recruitment of the next Superintendent of Schools.

Recommendation

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

Director Sain moved to approve the contract with Ray and Associates as attached.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

REGULAR ITEMS OF BUSINESS

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular July 2014 meeting.

(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.

Action on Classified Personnel Transactions

	Name and Assignment	Position and Salary	Date
		New Hires	
2	Donovan Brown	Building Service Helper I $11.13 per hour	06/23/2014
5	Patrick Brennen	Boiler Attendant Trainee $31,859.66	06/21/2014
2	Rufus Rouse	Central Kitchen Delivery Driver $19.71 per hour	06/02/2014
2	Johnny Boyd	Central Kitchen Delivery Driver $19.71 per hour	06/30/2014
		Promotions	
2	Eric Ricks	School Engineer I $40,492.14	06/23/2014
2	Tommy Ormond	School Engineer I $40,492.14	06/23/2014
2	Rickey Gray	School Engineer I $40,492.14	06/23/2014
2	Michael Williams	School Engineer I $40,492.14	06/23/2014
2	Brandon Chapple	School Engineer I $40,492.14	06/23/2014
4	Joaquin Pedraza	School Engineer I $40,492.14	06/23/2014
4	Antonio Perez	School Engineer I $40,492.14	06/23/2014
5	Ryan Charles	School Engineer I $40,492.14	06/23/2014
4	Jose Felix	School Engineer I $40,492.14	06/23/2014
5	Kenneth Korpela	Boiler Attendant $35,552.92	06/23/2014
2	Tanicha Marizette	School Kitchen Manager I – Year Round $20,581.95	06/09/2014
5	Kathy Litza	School Kitchen Manager I $20,581.95	06/09/2014
5	Cindy Ossanna	School Kitchen Manager I $20,581.95	06/09/2014

2	LaShunda Johnson	School Kitchen Manager I $19,802.67	06/09/2014
		Rehires	
2	Evon Veasley	Building Service Helper I $11.13 per hour	06/09/2014

Action on Certificated Appointments: Teacher —Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Experience Credit	Start Date
2, nr	Nook, Stephanie English	B	$41,070.00	1	7/30/2014

Codes

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents

Counts

Native American 0
African American 1
Asian/Oriental/Pacific Islander 0
Hispanic 0
White 0
Other 0
Two or More Ethnic Codes 0
Males 0
Females 1

Action on Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., May 2014		
Scholtz, James	On Leave	May 5, 2014
Illness Leave, June 2014		
Phillips, Connie	Spec. Services	June 4, 2014
Illness Leave Ext., Sept. 2014		
Kennedy, Cynthia	On Leave	June 20, 2014
Illness Leave Ext., June 2015		
Moses, Steven	On Leave	August 26, 2014
Personal Leave Ext., June. 2015		
Benedetto, Saruccia	On Leave	August 26, 2014
Picciolo, Jane	On Leave	August 26, 2014
Personal Leave, June 2015		
Dekeyser, Michelle	WCLL	July 30, 2014
Laurence, Bechu	Story	August 26, 2014
Peters, Christie	Pierce	August 26, 2014

Report on Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	30.0	5	Kathryn Kornwolf	Teacher	Whittier	*09/24/14
Other Work	3.0	5	Leah Alstad	Teacher	Bay View	06/20/14
Personal	6.0	5	Tanya Arentsen	Teacher	Central Svcs	06/30/14
Retire	9.3	5	Leslie Bachhuber	Teacher	Humboldt Park	06/17/14
Personal	13.0	2	Talaya Barton	Teacher	Starms	06/17/14
Personal	7.0	5	William Baxter	Teacher	Riverside	06/30/14
Other Work	1.0	5	Amanda Bergemann	Teacher	Bradley Tech	06/30/14
Other Work	1.6	5	Catherine Beris	Teacher	Grantosa	06/19/14
Other Work	0.6	5	Michael Bertok	Teacher	French Imm	06/26/14
Personal	0.6	5	Daniel Blank	Teacher	MACL	06/17/14
Other Work	6.5	5	Jody Bloyer	Principal	Bradley Tech	06/30/14
Other Work	1.0	3	Thoy Bouakongxaya	Soc. Worker	Central Svcs	06/25/14
Personal	5.0	5	Emery Boyle Scott	Teacher	MacDowell	06/30/14
Personal	1.9	5	Timothy Braunshweig	Teacher	North Division	06/30/14
Personal	0.5	5	Jon Breedlove	Curr Spec	Central Svcs	07/03/14
Personal	8.4	2	Andrea Brown Westfall	Teacher	Hartford	06/17/14
Other Work	1.0	5	Thomas Bruno	Teacher	Victory	06/27/14
Personal	5.5	2	Jarrid Calmese	Teacher	Hamilton	06/30/14
Other Work	8.0	5	Edmund Campbell	Psychologist	Story	06/20/14
Personal	1.9	5	Sharyne Carpenter	Nurse	Central Svcs	06/20/14
Personal	24.0	5	Margaret Charek	Teacher	Franklin	06/17/14
Retire	13.7	5	Joseph Chiusolo	Coordinator	Central Svcs	08/15/14
Personal	4.5	5	Kimberly Chmielewski	Teacher	Longfellow	06/25/14
Retire	30.0	5	Jane Christianson	Teacher	Fairview	09/08/14
Personal	3.0	5	James Ciurlik	Teacher	Burbank	06/27/14
Personal	9.0	5	Sara Cline	Supervisor	Central Svcs	06/30/14
Personal	2.8	5	Lauren Coonen	Teacher	Elm	06/30/14
Other Work	1.6	5	Troy Cota	Teacher	WCLL	06/27/14
Other Work	1.0	5	Amanda Crupi	Teacher	South Division	06/30/14
Personal	1.0	5	Stephen Darrow	Teacher	JMAC	06/17/14
Personal	11.0	5	Laura Davis	Teacher	Riley	06/30/14
Personal	33.0	5	Wendy Demet	Teacher	Rogers St	06/30/14
Retire	16.7	5	Charles DeShong	Teacher	Alcott	06/30/14
Personal	1.0	5	John Dorn	Teacher	Vincent	06/22/14
Other Work	1.0	5	Kara Ernst	Teacher	Manitoba	06/17/14
Personal	1.0	5	Alexa Fell	Teacher	Congress	06/30/14
Other Work	2.0	5	Nicole Fennig	Teacher	Maryland Ave	06/18/14
Personal	8.0	5	Katherine Fievet	Teacher	Ronald Reagan	06/24/14
Retire	28.3	2	Cynthia Finnie	Teacher	Hamilton	06/17/14
Personal	13.0	5	Mary Fisher	Teacher	Jackson	06/17/14
Personal	2.0	5	Gerald Florian	Psychologist	Hopkins Lloyd	06/20/14
Retire	31.1	5	Steven Floyd	Teacher	Emerson	09/12/14
Personal	2.0	5	Jody Folkedahl	Teacher	Bruce	06/30/14
Personal	12.0	5	Mary Fowler	Teacher	Rogers St	06/26/14
Personal	2.0	4	Mayra Garcia	Teacher	Hayes	06/23/14
Other Work	11.5	2	Willie Garrison II	Asst Prin	Hamilton	06/30/14
Personal	1.0	3	Sonia George	Teacher	Central Svcs	06/30/14
Other Work	5.0	4	Emmanuel Godoy	Teacher	Fratney	06/17/14
Other Work	1.0	5	Kate Goerdt	Teacher	Washington HS	06/30/14

Retire	17.4	5	Maureen Grzanna	Teacher	Central Svcs	06/24/14
Other Work	5.0	2	Heather Harper	Teacher	JMAC	06/17/14
Personal	1.0	4	Mariah Harris	Teacher	Allen Field	06/18/14
Personal	0.7	5	Meghan Harrison	Teacher	Westside Acad	06/23/14
Personal	7.4	5	Shanen Hartmann	Teacher	Trowbridge	06/16/14
Other Work	3.0	2	Alicia Henderson	Teacher	WCLL	06/17/14
Personal	1.0	4	Gabriela Hernandez Garcia	Teacher	Doerfler	06/25/14
Personal	1.0	2	Karen Hill	Teacher	Central Svcs	06/27/14
Personal	8.0	5	Lindsey Horn	Nurse	Central Svcs	06/20/14
Personal	6.5	5	Stacy Hoyt	Teacher	Central Svcs	06/30/14
Personal	1.4	5	Emily Igl	Teacher	Manitoba	06/19/14
Personal	12.0	2	Melvin Johnson	Teacher	Trans Lrng Comm	06/30/14
Other Work	1.0	2	Patrick Johnson	Teacher	Vincent	06/17/14
Personal	1.0	5	Paul Kaap	Teacher	Carver	06/30/14
Personal	2.0	5	Mary Kalhagen	Teacher	Silver Spring	06/17/14
Personal	5.0	1	Sun Kim	Teacher	JMAC	06/30/14
Personal	2.0	5	Bret Klapper	Teacher	JMAC	06/30/14
Personal	0.5	5	Robert Kopecky	Teacher	Browning	06/30/14
Other Work	25.0	5	Richard Korducki	Psychologist	Fratney	06/20/14
Personal	1.4	5	Joe Kowsky	Teacher	Engleburg	06/18/14
Personal	7.0	5	Michael Kubes	Teacher	Washington HS	06/30/14
Personal	6.5	5	Jenna Lassila	Teacher	Ronald Reagan HS	06/30/14
Personal	8.0	3	Justina Lawrence	Teacher	Central Svcs	06/30/14
Retire	7.0	5	Patricia Lawton	Nurse	Central Svcs	06/20/14
Personal	2.0	5	Lindsey Loberg	Teacher	South Division	06/25/14
Personal	5.5	3	Mai Lor	Soc. Worker	Story	06/30/14
Personal	4.0	5	Susan Locke Stanley	Teacher	Central Svcs	06/30/14
Personal	2.0	4	Lenin Luna Posso	Teacher	Forest Home	06/27/14
Personal	1.4	4	Melissa Manjarres	Teacher	Milw Sign Lang	06/17/14
Other Work	0.8	5	Patrick Marcou	Teacher	Emerson	06/30/14
Other Work	4.0	5	Brandon Mattox	Teacher	Vincent	06/17/14
Other Work	11.0	5	Jesse Mazur	Principal	Audubon	06/30/14
Retire	10.8	2	Nancy Meneese	Teacher	North Division	06/17/14
Other Work	1.7	5	Alexander Mildenberg	Teacher	Doerfler	06/30/14
Other Work	5.0	3	Yenh Mikolajewski	Teacher	MACL	06/30/14
Other Work	0.8	5	Adam Miller	Teacher	Hi Mount	06/17/14
Personal	11.0	5	Nichole Miller	Teacher	Ronald Reagan	06/09/14
Personal	3.3	5	Victoria Morse	Teacher	Wedgewood Park	06/17/14
Retire	42.0	5	Christine Mulligan	Teacher	Central Svcs	06/18/14
Personal	2.0	5	Nicole Nathe	Teacher	JMAC	06/27/14
Personal	0.3	4	Nathali Niedorowski	Teacher	Washington HS	06/30/14
Other Work	6.0	5	Amanda Noonan	Teacher	Browning	06/26/14
Other Work	11.0	2	David Nunley	Teacher	Congress	06/17/14
Personal	1.7	5	Kristin Pangman	Teacher	Grantosa	06/30/14
Other Work	2.0	5	Joseph Pepprock	Psychologist	Central Svcs	06/19/14
Personal	14.3	5	Lacee Perry	Teacher	Fernwood	06/17/14
Personal	17.0	5	Rebecca Pillsbury	Teacher	Central Svcs	06/13/14
Personal	1.8	5	Elizabeth Pingel	Teacher	MSLS	06/30/14
Other Work	4.0	5	Lila Planavsky	Teacher	Wedgewood Par	06/30/14
Personal	7.0	5	Kimberly Polzin	Nurse	Central Svcs	06/20/14
Other Work	4.0	5	Dennis Queen	Regional Supt	Central Svcs	07/15/14
Personal	2.0	5	Kelly Radermacher	Teacher	Elm	06/30/14
Other Work	5.9	4	Erica Ramos	Teacher	Wedgewood Park	10/22/13

Personal	2.0	2	Ackeeva Rattray	Nurse	Central Svcs	06/30/14
Personal	7.7	5	Kristin Rebholz Hatten	Teacher	Silver Spring	06/30/14
Personal	29.0	2	Gregory Reid	Teacher	Congress	06/17/14
Other Work	1.0	4	Evelyn Resto	Teacher	South Division	06/30/14
Other Work	6.0	5	Nathan Roehrig	Psychologist	Central Svcs	06/30/14
Personal	6.0	5	Josh Rupnow	Teacher	Washington HS	06/30/14
Other Work	1.0	5	Susan Sass	Soc. Worker	Rogers Street	06/30/14
Personal	13.0	5	Michelle Sauser	Teacher	Maryland Ave	06/17/14
Other Work	25.0	5	Joseph Schauer	Teacher	Hamilton	06/30/14
Personal	3.0	5	Jamie Schlies	Teacher	Mitchell	08/01/14
Personal	5.5	5	Kate Schmidt	Teacher	Central Svcs	06/30/14
Personal	7.5	5	Paul Schneider	Teacher	JMAC	06/30/14
Other Work	1.0	5	Robin Scholz	Teacher	Hamilton	06/17/14
Other Work	0.5	5	Madelyn Seis	Teacher	SCTE	06/30/14
Personal	5.5	2	Tierra Shirley	Teacher	Mitchell	06/29/14
Personal	1.0	5	Diane Silla	Teacher	Meir	06/30/14
Personal	14.0	2	Dawn Simmons	Acad Coach	Central Svcs	06/30/14
Retire	16.0	2	Selestine Skipper	Teacher	Central Svcs	06/30/14
Personal	13.0	5	Holly Slama	Teacher	Burdick	06/17/14
Personal	6.0	5	Jessica Spinks	Teacher	Longfellow	06/17/14
Other Work	8.0	5	Michael Stadler	Teacher	Groppi HS	06/30/14
Retire	25.0	5	Merry Stardust	Teacher	LaFollette	06/17/14
Personal	1.0	5	Chase Steiner	Teacher	Community HS	06/17/14
Personal	1.0	5	Christopher Stillion	Teacher	MacDowell	06/27/14
Other Work	5.0	5	Jane Stone	Teacher	Ronald Reagan	06/23/14
Other Work	4.0	5	Rachel Streff	Teacher	Washington HS	06/30/14
Other Work	2.0	5	Collin Tierney	Teacher	JMAC	06/17/14
Other Work	11.0	5	Keri Torgersen	Teacher	Carver	06/30/14
Other Work	0.7	5	Diana Treu	Teacher	Golda Meir	06/30/14
Personal	20.5	5	Kristi Uitts	Teacher	Greenfield	06/17/14
Other Work	13.5	5	Jaime Veal	Teacher	Lowell	06/27/14
Personal	1.0	5	Natalie Vierthaler	Teacher	Parkside	06/18/14
Personal	12.0	2	Denise Waddy Perine	Teacher	Victory	06/17/14
Personal	2.0	1	Jerrod Walker	Teacher	JMAC	06/17/14
Personal	2.0	5	Vanessa Weber	Teacher	South Division	06/20/14
Personal	1.0	5	Jonathan Weimer	Teacher	Central Svcs	06/30/14
Other Work	11.0	5	Brian Weisse	Teacher	Ronald Reagan HS	06/24/14
Personal	0.4	5	Samantha Wierman	Teacher	Metcalfe	06/17/14
Other Work	9.0	5	Diann Wilcox	Teacher	Victory	06/30/14
Personal	26.5	5	Roberta Wittig	Teacher	WCLL	06/30/14
Other Work	2.0	5	Joshua Wolcott	Teacher	SCTE	06/30/14
Personal	6.0	5	Karen Woodbury	Teacher	Kosciuszko	06/20/14
Personal	23.0	5	Carol Wortz	Teacher	Metcalfe	06/30/14
Personal	0.6	2	Earshline Young	Teacher	SCTE	06/30/14
Personal	0.4	5	Tova Zachai	Teacher	Cass Street	06/18/14
Personal	19.5	5	Cynthia Zielinski	Teacher	Allen Field	06/30/14
Personal	1.0	5	Abigail Zuber	Teacher	Audubon	06/30/14

*Date revision from June 2014 report

Report On Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	15.4	4	Jose Aldrete	Steamfitter	Pipe Shop	06/21/14

Retire	14.8	2	Marva Atterberry	Secretary I	Central Svcs	06/30/14
Retire	25.7	5	Irva Baade	Para	Zablocki	06/18/14
Retire	23.8	2	Roena Beal	Gen Ed Asst	Westside Academy	06/17/14
Retire	22.4	5	Linda Brooks	Gen Ed Asst	Lincoln Ave	06/19/14
Retire	21.8	2	Marilyn Brooks	Para	Hampton	07/01/14
Retire	12.2	2	Bobbie Bruce	Para	Barton	06/15/14
Retire	8.5	4	Laura Burgos	CHA	Burbank	06/14/14
Retire	43.2	2	Minnie Cobbs	Para	Gaenslen	06/17/14
Retire	25.6	2	Charlotte Cunningham	Gen Ed Asst	Carver Academy	06/18/14
Retire	23.8	5	Phyllis Deal	Para	Riley	06/20/14
Retire	16.1	3	Ellena Dolney	FSA	Central Svcs	06/10/14
Retire	15.8	2	Mildred Hooks	Para	Hampton	06/18/14
Retire	34.6	5	John Jonas	Bldg Labor	Physical Plant	07/04/14
Retire	34.6	2	Jerry Jones	FSA	MACL	06/15/14
Retire	11.3	2	Velma Jones	Secretary I	Bethune	06/20/14
Retire	13.6	2	Frances Marshall	Secretary I	Carver Academy	06/22/14
Retire	24.7	5	Karen Mcfaul	Gen Ed Asst	Fairview	06/14/14
Retire	33.7	2	Larry Mitchell	Para	Carver Academy	06/18/14
Retire	26.7	4	Doris Ortiz	Para	Vieau	06/17/14
Retire	23.6	5	James Radomski	Para	Bay View	06/18/14
Retire	10.1	5	Joan Robinson	Engineer II	Fratney	06/25/14
Retire	22.4	5	Linda Saje	Para	Wedgewood Park	06/21/14
Retire	25.8	5	Joan Schaefer	Para	Morgandale	06/19/14
Retire	23.7	5	Patricia Sherrer	Para	Kilbourn	06/17/14
Retire	15.3	5	Patricia Woods	Secretary I	Grant	06/21/14

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July is attached. This is an informational report, and reflects data from prior month(s)no action is required.

Administration's Recommendation

The Administration recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions and certificated appointments and approve the leaves of absences listed above, to be effective upon approval of the Board.

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 2) Action on a Request for Position Authority to Support Commitment Schools

Background

The Administration is seeking position authority for the start of 2014-2015 school year. Funding to support Commitment schools was set aside in FY15 categorical budgets. At that time, the district and school needs had not yet been determined; therefore, the specific positions needed were not yet identified.

This request is coming forward ahead of the fall budget adjustment cycle in an effort to provide immediate and differentiated support to our Commitment and other low-performing schools.

Fiscal Impact Statement

Funding to support each position requested is available in the FY15 budget and is identified in the attachment (under separate cover), and the requested budget changes are cost-neutral.

Implementation and Assessment Plan

Once this item is approved, the Administration will begin the hiring process to fill vacant positions.

Administration's Recommendation

The Administration recommends that the Board amend the FY15 adopted budget and authorize the position authority as noted in Attachment 1 to this item (under separate cover).

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—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

This item initiated by the Acting Superintendent; the Director, Office of Board Governance, and the Chief Accountability and Efficiency Officer

Acting Superintendent's Recommendations

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

(2)(nr)	Vickie Brown Gurley	Director of Leadership Performance and Development Office of the Chief School Administration	Schedule 03, Range 15A $125,000.00
(2)(r)	Dr. Anita Sparks	Regional Superintendent Office of the Chief School Administration	Schedule 03, Range 15A $124,129.00
(5)(nr)	Tracy Stevenson Olson	Director of Curriculum & Instruction Office of the Chief Academic Officer	Schedule 03, Range 14A $116,341.00
(6)(r)	Dr. Peter Samaranayake	Assistant Principal Thoreau School	Schedule 03, Range 12C $93,718.00
(5)(r)	Holly Jackelen	Assistant Principal Washington High School	Schedule 03, Range 12C $76,243.00
(2)(nr)	Marla Bronaugh	Director of Contracted Schools Office of the Chief Innovation Officer	Schedule 03, Range 14A $109,041.00

(5)(r)	Kris Imobersteg	Special Ed Supervisor, (SSIMS) Office of the Chief Academic Officer	Schedule 03, Range 09A $94,503.00
(5)(r)	Robert Latterman	Assessment Specialist Office of the Chief Academic Officer	Schedule 03, Range 09A $78,504.00
(5)(nr)	Timothy Remshak	Communications Specialist — Web Office of Community Engagement	Schedule 03, Range 06A $68,403.00
(5)(r)	Cheryl Damato	Administrative Assistant II Office of the Chief Innovation Officer	Schedule 03, Range 02A $46,081.00
(2)(r)	Sherita Shotwell	Management Intern Office of the Chief Operations Officer	$32,000.00*

*Management interns are paid a flat rate of $32,000.00 for the first year of employment.

Note: The above recommendations are for positions that are approved in the FY15 budget.

Recommendation of the Director, Office of Board Governance

The Director of the Office of Board Governance recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

(5)(nr)	Katherine Polace	Board Staff Assistant Office of Board Governance	Schedule 03, Range 08A $62,098.00

Recommendation of the Chief Efficiency and Accountability Officer

The Chief Efficiency and Accountability Officer recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

(2)(r)	Rachel Hampton	Assistant Analyst Office of the Chief Accountability Officer	Schedule 03, Range 00A $37,013.00

Recommended Reassignments

The Acting Superintendent recommends that the following individuals be promoted or reassigned to the classifications indicated, to effective upon approval by the Board.

(2)(r)	Tamara Hines^^	Principal Bradley Technology & Trade High School	Schedule 03, Range 15A $115,000.00
(2)(r)	Toni Dinkins	Principal Clemens Elementary School	Schedule 03, Range 13T $108,278.00
(2)(r)	Jacqueline Richardson	Principal Hi Mount Elementary School	Schedule 03, Range 13T $108,278.00
(2)(r)	Paulette Chambers	Assistant Principal Eighty First Street Elementary School	Schedule 03, Range 10C $85,185.00
(5)(r)	Jeanne Demint	Assistant Principal Siefert Elementary School	Schedule 03, Range 10C $85,185.00
(5)(r)	Susan Stoner	Assistant Principal Story Elementary School	Schedule 03, Range 10C $85,185.00
(2)(r)	Debra Mosley Magee	Assistant Principal Obama Elementary School	Schedule 03, Range 10C $77,746.00

^^*Until such time as the position is permanently filled.*

Recommended LTE Contracts

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

(5)(r)	Sherrie Akinsanya	LTE Advanced Placement Assistance Office of the Chief Academic Officer 7/1/14 to 9/30/14	$40.00 per hour
(5)(r)	Joan Crisostomo	LTE Advanced Placement Assistance Office of the Chief Academic Officer 7/1/14 to 12/31/14	$40.00 per hour
(5)(r)	Nancy Bonesho	LTE Music Curriculum Specialist Office of the Chief Academic Officer 7/1/14 to 12/31/14	$30.00 per hour
(5)(r)	Debra Jupka	LTE WSMA Music Specialist Office of the Chief Academic Officer 7/1/14 to 12/31/14	$30.00 per hour
(2)(r)	Minnie Pulliam-Novy	LTE Gear Up Grant Assistance Office of the Chief Academic Officer 7/1/14 to 12/31/14	$30.00 per hour
(5)(r)	Audrey Wise	LTE Contract Compliance Service — Secretary II Office of the Chief Accountability Officer 7/1/14 to 12/31/14	$23.00 per hour
(2)(r)	Lakita Wells	LTE Parent Information Specialist Office of Family and Student Services 7/1/14 to 10/1/2014	$18.00 per hour
(5)(r)	Kathleen Witkowiak	LTE Wellness & Prevention Office Grant Support Office of Chief Academic Officer 7/1/14 to 9/30/14	$18.00 per hour

Codes:

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

Vice President Holman in the Chair.

Director Bonds moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke, and Vice President Holman—9.

Noes—None.

* * * * *

(Item 4) 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.

Authorization to Make Purchases

Authorization to Renew Subscription Services with Discovery Education-Science for Licenses

The Administration is requesting authorization to renew a subscription with Discovery Education-Science K-8. Discovery Education-Science is an extensive database of multi-media clips and resources specific to the needs of science instruction for grades K-8, providing students and educators access to video and audio clips, full-length videos, images and clip art covering a variety of topics within the content area of science.

Extensive searching capability will provide students access to the most up-to-date science content and inquiry tools as articulated by the Next Generation Science Standards, which is particularly important as we bridge the gap between instructional materials currently available in MPS schools and the adoption of new science instructional resources.

Discovery Education-Science provides students with leveled informational science text and reading passages aligned to the Next Generation Science Standards, addresses multiple learning styles through e-books, virtual labs, fundamentals (content delivered through audio books), and integrated science explorations with explicit literacy and mathematics connections. Milwaukee Public Schools has used the program extensively for the last three years and has found it to be an effective instructional tool.

Renewal of Discovery Education-Science site licenses will give every educator and student in the district, grades K-8, unlimited access to a collection of interactive, inquiry-based content paired with formative assessment.

Discovery Education is the sole-source provider of Discovery Education-Science and has contracted on three prior occasions to provide MPS with this product.

The licenses will be valid from August 1, 2014, through June 30, 2015. The total cost will not exceed $266,715.

Budget Code: GEN-0-0-INV-DW-ESWR (Instructional Resources — Software) $266,715

HUB Participation
- Required..... NA
- Proposed..... NA
- $ Value..... NA

Student Engagement
- Paid Student Employment Hour Commitment:..... NA
- Student Career Awareness Commitment: ..... NA

Authorization to Purchase with Follett School Solutions for Enterprise Maintenance Fees

The Administration is requesting authorization to purchase with Follett School Solutions for enterprise maintenance fees to provide ongoing support for Destiny Textbook Manager and Asset Manager software.

The underlying technology purchases went through the normal procurement process. The purchase of the Textbook Manager was approved by the Board in January 2009, and the purchase of the Asset Manager was approved by the Board in December 2011.

The fees will be valid from September 1, 2014, through August 31, 2015. The total cost will not exceed $117,436.50.

Budget Code: GEN-0-0-INV-DW-ESWR (Instructional Resources — Software) $117,436.50

HUB Participation
Required.....20%
Proposed.....22%
$ Value..... TBD

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

Authorization to Purchase with Houghton Mifflin Harcourt-Riverside to Provide Both Online and Paper Cognitive Abilities Test and Licenses for the Easy CBM Assessment

The Administration is requesting authorization to purchase with Houghton Mifflin Harcourt-Riverside to provide the Cognitive Abilities Test (CogAT) at levels indicated and determined by MPS. The contractor will also provide online and telephone technical and score-interpretation support in the administration of the CogAT assessment. The contractor will also provide 16,000 Easy CBM, which is an enhanced district assessment designed by researchers at the University of Oregon as an integral part of an RTI (Response to Intervention) model.

The assessment will be used to progress monitor students in Milwaukee Public Schools that are in interventions. The contractor will also provide training, updates to the assessments and online technical support in the administration of the Easy CBM assessment. This contract will cover the following:

- Online Cognitive Abilities Test for 3,600 second graders.....$36,000
- Paper Cognitive Abilities Test for 2,400 second graders $36,481
- One (1) full-day onsite customized professional development session $2,800
- 16,000 student licenses for Easy CBM @ $4.00 .....$64,000

This is the second purchase with Houghton Mifflin Harcourt-Riverside for the two products mentioned above. Houghton Mifflin Harcourt-Riverside is the sole-source vendor in the United States for CogAT and Easy CBM.

The purchases will be from September 1, 2014, through August 31, 2015. The total cost will not exceed $139,281.

Budget Code: OSC-0-S-1FS-RH-ETTX (Tests — School Data Support) $139,281

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

Authorization to Purchase Annual License Fee from Frontline Technologies Group, LLC, for Substitute-dispatching System

The Administration is requesting authorization to purchase the annual license fee for the substitute-dispatching software used by the District. This software is sold and maintained by the system developer, which is Frontline Technologies Group, LLC.

The annual fee will not exceed $50,112.

Budget Code: SFS-0-0-TLN-DW-EMTC (Technology — License Account) $50,112

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement
Paid Student Employment Hour Commitment: ..... NA
Student Career Awareness Commitment: ..... NA

Authorization to Issue a Blanket Agreement to Heartland Business Systems Contract for Cisco Wireless Access Points — State Contract 15-20664-003

The Administration requests authorization to enter into a blanket agreement with Heartland Business Systems to purchase Cisco wireless access points and its power accessory under the State of Wisconsin's Contract #15-20664-003. Purchases will be made by various MPS schools and departments as needed. The Administration anticipates that the collective amounts to be spent annually will be in excess of $50,000 and thus is bringing this item for the Board's approval.

Cisco products to be purchased will primarily be Cisco Aironet 1602i series Wireless Access Points and the Cisco Power Injector for that unit, but may also include other wireless access points or power accessories. Quotes were solicited from the three vendors on this contract, and Heartland Business Systems submitted the lowest response.

This will be a blanket contract for a maximum of one year. The current state contract expires December 7, 2014. If this state contract is not renewed beyond this date, this blanket for MPS will also expire on December 7, 2014. If the State renews this contract, the maximum length of the contract will be one year.

The contract has an estimated dollar value of $277,207.

Budget Code: Will vary by MPS location placing order $277,207

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement
Paid Student Employment Hour Commitment: ..... NA
Student Career Awareness Commitment: ..... NA

B-5664 Authorization to Extend a Blanket Contract with Alpha Baking Co., Inc., for District-Wide Bakery Items

The Administration is requesting authorization to extend a blanket contract with Alpha Baking Co., Inc., the low complying bidder, to provide bakery items to all MPS school cafeterias for the school nutrition program.

This blanket agreement covers hamburger buns, dinner rolls, hot dog buns, deli buns, breadsticks, and Pullman loaves.

This blanket contract will run from August 31, 2014, through August 30, 2015.

This extension will be for the third and final year of the blanket contract, with an estimated dollar value of $575,000.

Budget Code: LNC-0-0-LNH-DW-EFOD (School Lunch — Food) $575,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B-5663 Authorization to Extend Blanket Contract with Kemps, LLC, for Milk Products

The Administration is requesting authorization to extend a blanket contract with Kemps, LLC, the low complying bidder, to provide milk to the MPS school cafeterias in Zone 1 for the school nutrition program.

This contract covers all four types of milk served in the breakfast and lunch programs.

This blanket contract will run from September 1, 2014, through August 31, 2015.

This extension will be for the third and final year, with an estimated dollar value of $500,000.

Budget Code: LNC-0-0-LNC-DW-EFOD (School Lunch — Food).....$500,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B-5663 Authorization to Extend Blanket Contract with Prairie Farms for Milk Products

The Administration is requesting authorization to extend a blanket contract with Prairie Farms, the low complying bidder, to provide milk to the MPS school cafeterias in Zones 2 and 3 for the school nutrition program.

This contract covers all four types of milk served in the breakfast and lunch programs.

This blanket contract will run from September 1, 2014, through August 31, 2015.

This extension will be for the third and final year, with an estimated dollar value of $1,000,000.

Budget Code: LNC-0-0-LNH-DW-EFOD (School Lunch — Food).....$1,000,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B-5698 Authorization to Extend Blanket Contract with Prairie Farms for Milk Products

The Administration is requesting authorization to extend a blanket contract with Prairie Farms, the low complying bidder, to provide milk to the MPS school cafeterias in Zones 4, 5, and 6 for the school nutrition program.

This contract covers all four types of milk served in the breakfast and lunch programs.

This blanket contract will run from September 1, 2014, through August 31, 2015.

This extension will be for the third and final year, with an estimated dollar value of $2,000,000.

Budget Code: LNC-0-0-LNH-DW-EFOD (School Lunch — Food).....$2,000,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B-5655 Authorization to Add Funds to CDW Government, LLC, Blanket Contract for District-wide Electronic Supplies (Rebid)

The Administration requests authorization to add funds to the district-wide blanket contract with CDW Government, LLC, to provide various electronic supplies.

This blanket contract term is through January 31, 2016. The amount to be added is $387,000.

Budget Code: Will vary by MPS location placing order $387,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B 5710 Authorization to Increase a Blanket Agreement with CDW Government, LLC, for Chromebooks

The Administration requests authorization to increase the dollar amount with CDW Government, LLC, the low complying bidder, to provide Chromebooks, Chromebook service, and Chrome operating system licenses to all MPS schools and departments.

In May 2014, the Board approved a blanket contract for one year, with two possible one-year extensions, not to exceed $3,550,250 for one year. As of July 1, 2014, this amount has nearly been expended.

Estimated purchases are not to exceed an additional $2,000,000 for the remainder of the blanket period through May 29, 2015. If purchases exceed this new one-year total of $5,550,250, the Administration will return to the Board for approval.

Budget Code: Will vary by MPS location placing order $2,000,000

HUB Participation
Required..... NA
Proposed..... NA
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment:..... NA
Student Career Awareness Commitment: ..... NA

B 5673 Authorization to Increase a Blanket Agreement with Tierney Brothers for SMARTBoards and Accessories

The Administration requests authorization to increase the dollar amount with Tierney Brothers, the lowest responsive bidder, to provide SMARTBoards and accessories to all MPS schools and departments.

In May 2013, the Board approved a three-year contract with an estimated dollar value of $1,206,176. As of July 1, 2014, this amount has already been expended.

Estimated purchases are not to exceed an additional $220,000 for the remainder of the blanket period through May 30, 2016. If purchases exceed this new total of $1,426,176, the Administration will return to the Board for approval.

Budget Code: Will vary by MPS location placing order $220,000

HUB Participation
Required.....0%
Proposed.....0%
$ Value..... NA

Student Engagement
Paid Student Employment Hour Commitment: 0 HOURS
Student Career Awareness Commitment: 30 HOURS

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

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

- Lamers Bus Lines, Inc.
  Budget Code: RTS-0-0-TRS-DW-EPPT
  Original Contract Amount: $1,966,945
  Adjust and pay final FY14 expenditures
  Request to add funds June 26, 2014, in the amount of $27,000
- Lakeside Buses of Wisconsin
  Budget Code: RTS-0-0-TRS-DW-EPPT
  Original Contract Amount: $11,149,742
  Adjust to pay final FY14 expenditures
  Request to add funds June 26, 2014, in the amount of $400,000
- College Board
  Budget Code: SDV-0-0-SBD-CI-ECTS
  Original Contract Amount: $250,000
  Additional trainings will be delivered in August 2014
  Request to extend term to August 2014
  Request to add funds June 9, 2014, in the amount of $37,500
- US Foods, Inc.
  Budget Code: LVC-0-0-LNH-DW-EFOD
  Original Contract Amount: $17,000,000
  Request to extend term (30 days) to July 31, 2014
  Request to Add Funds June 27, 2014, in the amount of $1,000,000
- Hmong American Peace Academy
  Budget Code: GN6-0-S-NIC-H4-EOSV
  Original Contract Amount: $8,263,601.50
  Request to encumber funds June 30, 2014, in the amount of $42,042

Other Informational 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 have been submitted under separate cover. These are informational reports, and no action is required.

Acceptance of Donations

Acceptance of Donations

School	Donor	Amount	Gift or Purpose
Accelerated Learning	LeadDog Marketing Inc	$2,982.00	Kohl's Cares Field Trip Grant
ALBA	M&M Sub Ventures, LLC	$354.00	General School Use
Alliance	Craig Bodoh	$116.00	General School Use
Audubon Middle	LeadDog Marketing Inc	$1,494.00	Kohl's Cares Field Trip Grant
Bay View	MATC Career Partnership Project	$2,000.00	2014 School Career Expo
Bradley Tech	Captain Planet Foundation	$2,000.00	Rain Garden
Bradley Tech	Debbie L. Karow	$165.00	Welding Shop
Bradley Tech	Debra J Jupka	$650.00	Table Saws
Bradley Tech	Debra J Jupka	$7,245.79	Student Scholarships
Bradley Tech	J. and P. Dreibelbis	$50.00	Men to Men Group
Bradley Tech	Sweetwater Foundation, Inc.	$1,210.46	Trojan Sub Shop Supplies
Bradley Tech	Target	$343.55	Target: Take Charge of Education
Bradley Tech	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Bradley Tech	MATC Career Partnership Project	$1,598.44	Student Field Trips
Brown	Rotary Club of Milwaukee	$3,560.00	Various Milwaukee Public School Programs
Brown	LeadDog Marketing Inc	$2,339.00	Kohl's Cares Field Trip Grant
Burbank	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
Burdick	LeadDog Marketing Inc	$955.00	Kohl's Cares Field Trip Grant
Cass	Cousins Subs	$72.04	Parent Involvement
Chinese Language Academy	LeadDog Marketing Inc	$2,436.50	Kohl's Cares Field Trip Grant
Chinese Language Academy	Whitnall Middle School	$25.00	General School Supplies
Clarke	Law Offices of Whyte Hirschboelk Dudek S.C.	$1,200.00	Award Programs for Students

School	Donor	Amount	Gift or Purpose
Clarke	LeadDog Marketing Inc	$1,785.00	Kohl's Cares Field Trip Grant
Clemens	Tangible Word Ministries	$287.00	Student Lunches
Clemens	Wells Fargo Community Support - United Way Campaign	$562.90	Student Incentives
Clement	LeadDog Marketing Inc	$2,900.00	Kohl's Cares Field Trip Grant
Community	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
Craig	LeadDog Marketing Inc	$2,280.00	Kohl's Cares Field Trip Grant
Curtin	LeadDog Marketing Inc	$2,790.00	Kohl's Cares Field Trip Grant
Eighty-first	LeadDog Marketing Inc	$1,280.00	Kohl's Cares Field Trip Grant
Fairview	LeadDog Marketing Inc	$2,900.00	Kohl's Cares Field Trip Grant
Fifty-third	LeadDog Marketing Inc	$3,000.00	Milwaukee County Zoo
Fratney	Fratney PTA	$3,231.00	Student Field Trips and Special Events
French Immersion	Diane Roznowski	$25.00	General School Use
French Immersion	GE United Way Campaign	$60.00	Academic Goals
Garland	Garland PTO	$250.00	Student Field Trip and Classroom Assistance
Garland	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Garland	Target	$372.94	Take Charge of Education
Garland	Garland PTO	$200.00	Classroom Assistance
Grantosa	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
Hamilton	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Hampton	LeadDog Marketing Inc	$1,936.50	Kohl's Cares Field Trip Grant
Hartford	LeadDog Marketing Inc	$1,737.00	Kohl's Cares Field Trip Grant
Hawthorne	Elegance Hair Boutique	$50.00	General School Use
Hawthorne	Ramona Bonne - Avon Representative	$25.00	General School Use
Hawthorne	Brew City Corvette Club	$40.00	School Athletics

School	Donor	Amount	Gift or Purpose
Hayes	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
Hmong American Peace Academy	LeadDog Marketing Inc	$900.00	Student Field Trips
Holmes	Gary Olson and Tracy Stevenson Olson	$40.00	General School Use
Holmes	LeadDog Marketing Inc	$5,920.00	Kohl's Cares Field Trip Grant
Holmes	MPS Foundation Inc	$180.00	Book Drive
Honey Creek	LeadDog Marketing Inc	$1,530.00	Kohl's Cares Field Trip Grant
Howard	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Kagel	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Kilbourne	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
King High	Jupka Family	$6,500.00	Scholarships for Students
Lancaster	LeadDog Marketing Inc	$1,900.00	Kohl's Cares Field Trip Grant
Languages	Gilder Lehrman	$254.20	Busing for Student Seminar
Languages	LeadDog Marketing Inc	$2,582.00	Kohl's Cares Field Trip Grant
Languages	MPS Foundation Inc	$1,000.00	Reward for Ranking in World News Report
Lincoln Avenue	Herb Kohl Educational Foundation Inc	$1,000.00	General School Use
Lowell	Cousins Subs	$512.00	Family Event
Lowell	LeadDog Marketing Inc	$2,452.00	Kohl's Cares Field Trip Grant
Lowell	Target	$600.00	Target: Take Charge of Education
Maple Tree	LeadDog Marketing Inc	$2,000.00	Kohl's Cares Field Trip Grant
Meir	Carmen Nans	$20.00	Student Field Trip
Meir	Colleen and Thomas Janczewski	$75.00	Chess Team
Meir	Community Advocates	$4,000.00	Football Program
Meir	Danish Sisterhood of America Lodge 15	$335.00	Denmark Field Trip

School	Donor	Amount	Gift or Purpose
Meir	Eaton Corporation	$600.00	3D color printer for PLTW Program
Meir	James and Mirta Meyers	$100.00	Denmark Field Trip
Meir	LeadDog Marketing Inc	$2,820.00	Kohl's Cares Field Trip Grant
Meir	Marcia F Drame	$25.00	Theater Department
Meir	Robert Maresca	$5,000.00	Denmark Field Trip
Meir	Robert W Harris	$20.00	Forensics Team
Meir	Sherry Webb	$300.00	New York City Field Trip
Milwaukee High School of the Arts	Wisconsin State Fair Park	$7,000.00	Upgrade Sound System in Auditorium
Mitchell	PPG Foundation - PELC Grant	$1,000.00	Student Field Trip
Morse*Marshall	LeadDog Marketing Inc	$2,900.25	Kohl's Cares Field Trip Grant
Morse*Marshall	Men's Warehouse	$165.00	Prom
Ninety-fifth	LeadDog Marketing Inc	$787.50	Student Field Trips
North	NDHS Alumni Association	$500.00	JAG Program
North	Milwaukee Area Workforce Investment Board	$500.00	Student Senior Fees
Office of Innovation	Poverty Law Center	$2,375.00	General School Supplies
Parkside	LeadDog Marketing Inc	$5,613.00	Kohl's Cares Field Trip Grant
Pierce	General Mills - Boxtops for Education	$234.30	General School Supplies
Pierce	LeadDog Marketing Inc	$3,000.00	Kohl's Cares Field Trip Grant
Project Stay	LeadDog Marketing Inc	$1,000.00	Kohl's Cares Field Trip Grant
Rogers	LeadDog Marketing Inc	$982.00	Kohl's Cares Field Trip Grant
Roosevelt	LeadDog Marketing Inc	$2,750.00	Kohl's Cares Field Trip Grant
S.C.T.E.	LeadDog Marketing Inc	$1,867.00	Kohl's Cares Field Trip Grant
Sign Language	Donors Choose	$161.04	General School Supplies
Spanish Immersion	General Mills - Boxtops for Education	$1,378.48	General School Supplies
Spanish Immersion	LeadDog Marketing Inc	$945.00	Kohl's Cares Field Trip Grant

School	Donor	Amount	Gift or Purpose
Starms	LeadDog Marketing Inc	$1,470.00	Kohl's Cares Field Trip Grant
Stuart	LeadDog Marketing Inc	$1,286.00	Kohl's Cares Field Trip Grant
Trowbridge	Charles and Susan Henderson	$150.00	Dennis Sullivan Field Trip
Trowbridge	LeadDog Marketing Inc	$2,900.00	Kohl's Cares Field Trip Grant
Trowbridge	Mike Arnow	$400.00	Dennis Sullivan Field Trip
Victory	Victory PTO	$269.00	Student Awards and Student Field Trips
WCLL	Foley & Lardner LLP	$500.00	Washington DC Trip
WCLL	LeadDog Marketing Inc	$2,650.00	Kohl's Cares Field Trip Grant
Wedgewood Park	Ramelann Kaiagian	$500.00	Best Buy Gift Cards
Westside	LeadDog Marketing Inc	$2,000.00	Kohl's Cares Field Trip Grant
Whittier	Cindy & Terry Finger	$100.00	Garden Supplies
Whittier	Lowe's Charitable & Education Foundation	$4,500.00	Whittier Flower Garden Project
Zablocki	LeadDog Marketing Inc	$2,369.00	Kohl's Cares Field Trip Grant

Administration's Recommendation

The Administration recommends that the Board:

1. authorize the purchases as described above and presented in the attachments 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—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Zautke, and Vice President Holman—8.

Noes—None.

Temporarily absent—Director Woodward—1.

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Contracts Recommendation, Equipment Purchase and Contract Extension

Background

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

- Construction Contract:
  - — Nicholas & Associates, Inc., for Stadium Replacement at South Stadium
    Code: FAR00MRSS9 ECNC $8,414,000.00
- Equipment Purchase — Informational:
  - — D.A. Berther, Inc., and Stafford-Smith, Inc., for Food Service Equipment for Golda Meir School and Milwaukee Education Center
    Code: FAR00MRPDW ECNCMIS3 .....$81,770.34
- Contract Extensions:
  - — C. Coakley Relocation System, Coakley Brothers and Graebel Moving & Warehouse Inc., for District Moving Services
    Code: FAR00MRPXX ECNC.....$750,000.00

Fiscal Impact Statement

This item authorizes expenditures.

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented and equipment purchased.

Administration's Recommendation

The Administration recommends that the Board authorize the contracts and purchases as described above and in the attachments to this item provided under separate cover.

Director Falk moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Zautke, and Vice President Holman—8.

Noes—None.

Temporarily absent—Director Woodward—1.

President Bonds resumed the Chair.

* * * * *

(Item 6) Action on the Award of Professional Services Contracts and on the Waiver of Administrative Policy 3.09(5), Terms of Contracts, for Contract with National Vision Administrators, LLC

Background

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

- Board of Regents, for program and policy evaluations
  Budget Code GEN-0-I-1V5-OI-ETCS $100,000
- Alverno College, for administration of administrative mentoring program services
  Budget Code GEN-0-I-T25-OD-ECTS $482,250
- Susan Lunsford, for coaching and mentoring services for Project Lead the Way
  Budget Code OSD-0-S-CA5-TE-ECTS $45,037
- US Foods, Inc., for prime vendor services
  Budget Code various budget codes.....$18,000,000
- Creative Marketing Resources, for marketing and branding plan
  Budget Code INF-0-0-MED-IC-EADV $85,000
- Center for Neighborhood Enterprise, for Neighborhood Enterprise for violence-free school zone services
  Budget Code DTI-0-S-YH5-DW-ECTS.....$600,000
  Budget Code DTI-0-S-SSF-DW-ECTS.....$1,386,094
  Total.....$1,986,094
- Goldfish Uniforms, for building operations staff uniforms
  Budget Code BLD-0-0-BOP-DW-EUNF $360,000
- National Vision Administrators, LLC, for employee vision benefits
  Budget Code DWC-0-0-EMB-DW-EMDI $852,365.52

Fiscal Impact Statement

This item authorizes expenditures.

Implementation and Assessment Plan

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

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as provided under separate cover and waive Administrative Policy 3.09(5), Terms of Contracts, in order to authorize a contract longer than three years with National Vision Administrators, LLC.

Director Zautke moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—8.

Noes—None.

Temporarily absent—Director Falk—1.

* * * * *

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

Background

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

- City Year, Inc., for serving as a core site for Whole School, Whole Child program support
  Budget CodeCDV-0-S-OF5-OI-ECTS $800,000
- Professional Interpreting Enterprise, for deaf student interpretation services
  Budget CodeHI2-0-I-EEN-DW-ECTS $85,000
- Interpreting Solutions, for deaf student interpretation services
  Budget CodeHI2-0-I-EEN-DW-ECTS $55,000
- CommunicationLink, for deaf student interpretation services
  Budget CodeHI2-0-I-EEN-DW-ECTS $120,000
- City of Milwaukee, for TABS program
  Budget CodeSTV-0-0-TAB-DW-ECTS $655,000
- YMCA of Metropolitan Milwaukee, for employee wellness program activities
  Budget CodeDWC-0-0-EMB-DW-EMDI $300,000

Fiscal Impact Statement

This item authorizes expenditures.

Implementation and Assessment Plan

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

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts, as provided under separate cover, with:

- City Year, Inc., CDV-0-S-OF5-OI-ECTS = $800,000
- Professional Interpreting Enterprise, HI2-0-I-EEN-DW-ECTS = $85,000
- Interpreting Solutions, HI2-0-I-EEN-DW-ECTS = $55,000
- CommunicationLink, HI2-0-I-EEN-DW-ECTS = $120,000
- City of Milwaukee, STV-0-0-TAB-DW-ECTS = $655,000
- YMCA of Metropolitan Milwaukee, DWC-0-0-EMB-DW-EMDI = $300,000

Director Holman moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 8) Action on a Participation Agreement with the Southeastern Wisconsin Schools Alliance

Background

The Southeastern Wisconsin Schools Alliance (SWSA) comprises school districts in southeastern Wisconsin. Pursuant to Section 66.0301 of the Wisconsin Statutes, member the school districts agree to enter into the agreement as included in the attachment to this item and as defined by the Southeastern Wisconsin Schools Alliance's resolution, also attached, 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 this coming year, MPS covered the cost of its membership through the provision of in-kind services through the office of Governmental Relations Services. Given the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, however, MPS will be joining the other member districts in providing a $3,000 payment to the organization.

Fiscal Impact Statement

The annual Southeastern Wisconsin Schools Alliance participation fee is $3,000.

Recommendation of the Director, Office of Board Governance

The Office of Board Governance recommends that the Board:

1. adopt the following resolution:

RESOLUTION
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

BE IT RESOLVED that the School District of South Milwaukee retain DeWitt, Ross, & Stevens, S.C., for the period of July 1, 2014 through June 30, 2015 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of:

Dues (Check One):

_____ $3,000 annual fee for school districts participating in Southeastern Wisconsin School Alliance

_____ $3,000 annual fee for school districts participating in Southeastern Wisconsin School Alliance and Chapter 220 CSSLC) affiliation (No fee for 2014-15)

_____ Not participating

_____ District

and

2. authorize the Board's President and the Board Clerk to sign and submit the application provided under separate cover, along with the $3,000 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director Spence moved to approve the Office of Board Governance's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 9) Action on a Request to Approve the Instrumentality Charter School Contract for Community High School

Background

1. On June 24, 2004, the Milwaukee Board of School Directors approved a five-year charter school contract establishing Community High School, as an instrumentality charter school, beginning with the 2004-2005 school year and ending on the last regularly scheduled school day of the 2008-2009 school year. Community High School was located at 1017 North 12th Street (Sarah Scott Campus).

2. On June 25, 2009, the Board granted Community High School a three-year contract renewal, beginning with the 2009-2010 school year and ending with the last regularly scheduled school day of the 2011-2012 school year. Community was located at 6415 West Mount Vernon Avenue (Juneau Complex).

3. On June 28, 2012 the Board approved a two-year renewal of the instrumentality charter contract with Community High School, starting with the 2012-2013 school year and ending with the last regularly scheduled day of the 2013-2014 school year.

4. The most recent contract was for a maximum of up to 250 full time equivalent (FTE) pupils in grades nine through twelve. Community High School is located at 6700 North 80th Street (Burroughs Complex).

5. In December 2013, the MPS Charter School Contract Review Team conducted a review of Community High School and recommended renewal.

6. On February 27, 2014, the Board approved the Community High School two-year contract renewal recommendation and authorized the Office of Contracted School Services, in consultation with the Board's designee and the Office of the City Attorney, to attempt to negotiate and draft a contract with Community.

7. On July 11, 2014, representatives from Community, the Offices of Board Governance, City Attorney, and Contracted School Services met to negotiate a contract for Community High School using the Board-approved model instrumentality charter contract. All modifications addressed in this item have been mutually agreed upon by the parties previously mentioned.

8. Contingent upon the Milwaukee Board of School Directors' approval, Community accepts the charter contract, as provided under separate cover, with the following modifications:

a. The term of the contract is two years starting with the 2014-2015 school year and ending with the 2015-2016 school year;

b. The school location is 6700 North 80th Street (Burroughs Complex);

c. Jason O'Brien shall be the person in charge of the charter school;

d. Community will maintain an average daily enrollment of 300 full time equivalent (FTE) pupils in grades nine through twelve for the 2014-2015 and 2015-2016 school years;

e. Language has been added to reflect local performance criteria that shall be met by the charter school;

f. Clarification has been made in the manner by which carryover funds shall be administered pursuant to MPS Administrative Procedure 9.12, Charter School Petitions and Proposals;

g. Identification has been made to specify the method by which annual audits of financial and programmatic operations of the school will be performed;

h. Identification has been made to specify the method of disciplinary guidelines;

i. Charter school shall operate on the MPS year round school calendar.

9. Mutually agreed upon revisions have been made in Appendix A, as provided under separated cover, to reflect the proposed renewed contract.

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. The funds for the charter contract were included as part of the FY15 Board-adopted budget.

Implementation and Assessment Plan

Upon the Board's approval and execution, the instrumentality charter contract will be effective starting with the 2014-2015 school year.

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

Administration's Recommendation

The Administration recommends that the Board approve the renewed two-year instrumentality charter school contract with Community High School beginning with the 2014-2015 school year, with the modifications as outlined in the attachment provided under separate cover.

Director Sain moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 10) Action on a Request to Enter into Contracts for 21st Century Community Learning Centers (CLCs)

Background

The Milwaukee Public Schools' (MPS) 21st Century Community Learning Centers (CLCs) provide students and their families with quality before- and after-school programs. CLCs contribute to the health, safety, and academic success of the city's youth.

This item seeks authorization to enter into contracts in FY15 for CLC services with nine (9) Milwaukee-area community-based organizations (CBOs) to operate fifty-two (52) CLCs, which service over 19,000 participants per year. Each CBO provides fiscal administration of its respective CLC sites, hires and evaluates CLC staff, and assists the day-schools in developing extended-day academic, recreational, and parent/family programming.

Fiscal Impact Statement

This item authorizes expenditures from ten (10) 21st Century Community Learning Center grants awarded to the district by the Wisconsin State Department of Public Instruction (DPI), totaling $3,101,000, and also from MPS Extension Funds, totaling $1,129,000, for a total expenditure of $4,230,000. Funds are budgeted as follows (*appropriate site locations will be determined upon approval by the Board):

GEN-X-I-CL5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$800,000
GEN-X-I-2M5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$350,000
GEN-X-I-2F5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$198,000
GEN-P-I-2H5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$198,000
GEN-X-I-XX5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$160,000
GEN-X-I-2P5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$50,000
GEN-X-I-2L5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$400,000
GEN-X-I-DL5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$200,000
GEN-X-I-DG5-XX*-ECTS0000 (21st Century CLC Contracted Services)	$250,000
GEN- X-I-2D5-XX*-ECTSS000 (21st Century CLC Contracted Services)	$495,000
CSV-0-0-CNR-XX*-ECTS0000 (MPS Extension Funds)	$1,129,000
Total	$4,230,000

Implementation and Assessment Plan

The 21st Century CLC project director (or designee) will monitor the agencies' compliance with the contracts and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the CLCs will be monitored by the CLC Project Team through the APlus web-based data-tracking system, as well as through regular site visits.

Administration's Recommendation

The Administration recommends that the Board authorize the Administration to enter into contracts for 21st Century Community Learning Centers (CLCs) for the amount of $4,230,000 as listed in the attachment to this item provided under separate cover.

Director Woodward moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 11) Action on a Revision to Administrative Policy 7.18, Co-Curricular and Interscholastic Programs

Background

In 1982, the Board adopted Administrative Policy 7.18, Co-Curricular and Interscholastic Programs. This policy authorizes the Administration to collect a participation fee per sport season for all student athletes. Participation fees remain at the school and are used to offset the cost of uniforms, equipment, and other athletic-related expenses. The revision of this policy will raise athletic fees from $20 per sport to $25.

Fiscal Impact Statement

The athletic fees remain at the school and supplement the school's Interscholastic Athletics budget. By raising the participation fee from $20 to $25, the schools will gain approximately $24,000 for athletic programs.

Implementation and Assessment Plan

Implementation would begin upon adoption by the Board.

Administration's Recommendation

The Administration recommends that the Board approve the revision to Administrative Policy 7.18, Co-Curricular and Interscholastic Programs, as presented below:

Administrative Policy 7.18
CO-CURRICULAR AND
INTERSCHOLASTIC PROGRAMS

History	*Adopted 8-31-82; revised 8-31-83, 3-28-84;re-adopted 5-30-84; revised 1-28-87, 2-22-95, 7-21-03, 9-30-04*
Previous Coding	*Admin. Policy IGD, prior to May 1995; Admin. Policy 9.18, May 1995-August 1996*
Legal Ref.	
Contract Ref.	
Cross Ref.	*Admin. Policy 5.02 Community and Parent Organization Use of School Facilities*

(1) SECONDARY SCHOOLS

(a) Extracurricular secondary-school activities occurring in the daytime, and not involving dismissal of students, extra janitorial service, or admission fees in excess of $0.25, shall be subject to the discretion of the principal.

(b) Public school programs and entertainments shall be given in school buildings, unless otherwise authorized by the Superintendent.

(c) Activities, entertainments, or celebrations of any kind pertaining to co-curricular and interscholastic programs in the public schools must be initiated and sponsored within the school system.

(2) ELEMENTARY SCHOOLS

(a) The Board shall provide and support a variety of extracurricular and recreational activities for elementary-school children. The Board encourages principals and school staff, in cooperation with staff from the Division of Community Recreation, to develop meaningful extracurricular activities. The Board, through the Division of Community Recreation, shall provide funding for school recreation programs on a city-wide basis.

(b) The Board also encourages community agencies and other organizations to provide programs and activities to Milwaukee Public Schools students through cooperative planning, coordination, and joint funding. The Milwaukee Public Schools staff may notify parents, students, and the community of all Board-approved activities. The Board may authorize each elementary school one day per week of after-school bus service for those elementary students participating in extracurricular and/or school recreation activities.

(3) INTERSCHOLASTIC ATHLETICS

(a) Interscholastic athletics shall be limited to the high-school level. They shall be conducted in accordance with regulations of the Wisconsin Interscholastic Athletic Association and Board policy pertaining to student participation in interschool extracurricular activities.

(b) The Administration shall work toward parity in the programs for girls and boys relative to scheduling, fund allocations, and awards-recognition for tournament success.

1. A non-refundable participation fee of ~~$20~~ $25 per sport season payable by all student athletes shall be assessed.

2. There will be a $5 late fee if the participation fee is not paid by the first day of practice. The late fee will be waived only for freshman athletes in fall sports. These funds shall remain in the school to supplement the athletic program.

(c) Schools may schedule athletic contests on Sundays with approval from the Commissioner of Athletics.

(4) ELIGIBILITY CRITERIA

(a) To compete in interscholastic extracurricular activities, athletics, or academics, third- or fourth-year high-school student must maintain a minimum 2.0 grade-point average. First- and second-year high-school students must meet the WIAA eligibility requirements, which require that a student receive no more than one failing grade in the most recent grade reporting period.

(b) The eligibility requirements shall not apply to intra-school activities such as clubs, organizations, and related groups.

Director Miller moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 12) Report and Possible Action on the Council of the Great City Schools 58th Annual Conference

Background

On October 22-26, 2014, Milwaukee Public Schools will host the 58th Annual Fall Conference of the Council of the Great City Schools (CGCS). More than 1,000 superintendents, school board members, and educators from the 67 largest urban school districts in the country will visit Milwaukee to continue the important work of transforming big-city school districts. There is no better city to serve as the forum for this year's conference, "Fresh Water, Fresh Thinking in Urban Education."

The district is honored that Milwaukee was chosen as the site of this important gathering. The conference creates a unique opportunity to showcase the talents of our students, the innovations in our schools, and the beauty of our city to a diverse and influential group of visitors. Participants will learn about the latest educational research in sessions throughout the day, gain insights from guest speakers, and enjoy social events at Milwaukee landmarks in the evening.

Administration has been working since November 2013 securing venues, developing the conference theme, and collaborating with the CGCS on the Taste of Milwaukee reception held in March 2014 at the Council's Legislative/Policy Conference.

The venues for the evening events are the Milwaukee Art Museum, Discovery World, and the Harley Davidson Museum.

The keynote speakers are College Board President David Coleman, Astrophysicist Neil deGrasse Tyson, and Girl Scouts CEO Anna Marie Chavez.

The Administration has created subcommittees in the areas of student entertainment, student artwork and decorations, event transportation, fund development, technology, and volunteers. There is also consideration being given to the possibility of preconference school visits/tours and alumni awards.

The district submitted 30 conference presentation proposals. Of the 30 submitted, 14 presentation proposals were accepted in the areas of improving achievement and closing gaps in urban schools, urban schools professional development, urban school finance, urban school leadership and governance, bilingual programs in urban schools and special education programs in urban schools, and other areas impacting on urban education.

Effective July 2014, there are weekly MPS conference planning meetings, and the Administration's conference coordinator will have standing conference calls with the CGCS conference coordinators.

Fiscal Impact Statement

This item does not authorize expenditures. Funds to support this activity are included in the FY15 budget. Additionally, there are fundraising activities that the Administration is implementing.

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(Item 13) Report and Possible Action on Commitment Schools

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. 48 schools have been identified by the state as Fails to Meet Expectation, and of those 48, 25 have been persistently low-performing.

The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

On June 19, 2014, the Milwaukee Board of School Directors approved the following list of schools to become district Commitment Schools in FY15:

Auer Avenue School
Bradley Technology and Trade High School
Browning School
George Washington Carver Academy of Mathematics and Science
Samuel Clemens School
James Madison Academic Campus
North Division High School
Obama/SCTE
Pulaski High School
South/ALAS
Story School
Thurston Woods Campus
Vincent High School
Washington High School of Information Technology

On June 26, 2014, the Administration met with the leaders of all of the Commitment Schools. During this meeting, the school leaders were able to visit various "stations" to receive information, ask questions, and get clarification on a number of grant-related issues, including work plan design, budget, program evaluation, human capital, and contracts, among others.

Following the meeting, the schools further developed their grant work plans, budget, and evaluations and submitted the documents to the Office of Innovation by July 3, 2014. If the Commitment Schools indicated that additional personnel were needed to implement their plans, those positions are reflected in the "Action on a Request for Position Authority to Support Commitment Schools" Board item which is presented earlier in this meeting's agenda.

The framework for the implementation of the Commitment Schools is outlined below:

- The Commitment Schools will be led by a Regional Superintendent and support team. Commitment schools must have some flexibility to try innovative approaches that are independent of district initiatives.
- The collective goals of the Commitment Schools are aligned with the district's goals, which include academic achievement, efficient and effective operations, and community engagement. Each school has also outlined goals respective to the needs of its students and community.
- To measure the effectiveness of the Commitment Schools initiative, Administration will identify critical success factors in alignment with school proposals. In addition, Administration will benchmark best practices from other districts and incorporate these strategies throughout the three-year implementation of the grants.
- All 48 schools that have been identified by the state as Fails to Meet Expectations should anticipate receiving instructional support, professional development, and operational assistance from the Office of Innovation to support school improvement during the FY15 school year.

Fiscal Impact Statement

This item does not authorize expenditures. The funding to support these schools is included in the FY15 budget.

* * * * *

(Item 14) Report and Possible Action on MPS/MTEA Early Childhood Appropriate Practices Advisory Task Force

Background

The MPS/MTEA Early Child Task Force has met regularly throughout the 2013-14 school year. The Board received a report which provided an update on the work of the committee this past year as well as the proposed work for the 2014-15 school year.

Fiscal Impact Statement

No fiscal impact

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(Item 15) Action on a Recommendation to Approve the 2014-2015 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 October 2013 and May 2014, the Administration mailed to each suburban district the appropriate version (I or II) of the 2014-2015 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 interdistrict transfer students. Version II agreement — Milwaukee Public Schools will provide the District with the funds for transportation services). A copy of each agreement has been provided under separate cover as an attachment to this item.

Fiscal Impact Statement

As of June 2014, the 21 participating suburban districts have returned the 2014-2015 Inter-district Transfer Agreement signed by their board presidents.

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). Contracts will be for the 2014-2015 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $1,603,802.56.

Implementation and Assessment Plan

Upon approval by the Board, the Inter-District Student Transfer Agreements will be implemented.

Administration's Recommendation

The Administration recommends the Board:

1. approve the 2014-2015 Inter-district Transfer Agreements as provided as an attachment under separate cover;
2. authorize the Board President to execute the 2014-2015 Inter-district Transfer Agreements for the following school districts:

Cudahy	Hamilton Sussex	St. Francis
Elmbrook	Maple Dale/Indian Hills	Shorewood
Fox Point/Bayside	Menomonee Falls	South Milwaukee
Franklin	Mequon/Thiensville	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 2014-2015 school year.

Chapter 220 District	2014-2015 Contract Amount
Fox Point/Bayside	$237,678.60
Germantown	$204,610.50
Maple Dale/Indian Hill	$42,531.96
Menomonee Falls	$334,380.20
Mequon-Thiensville	$304,165.54
Nicolet	$87565.80
Oak Creek/Franklin	$429,400.40
TOTAL	$1,640,333.00

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

(Item 16) Reports of the Board's Delegates

Background

The Board received the July 2014 Report of the Delegate to the Library Board and the July 2014 Report of the Delegate to the Milwaukee Education Partnership.

Fiscal Impact Statement

No fiscal impact.

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(Item 17) Monthly Report of the President of the Milwaukee Board of School Directors

The President of the Board presented his report for July 2014.

* * * * *

(Item 18) Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

Background

The Administration is requesting a closed session for the purpose of considering collective bargaining negotiations strategy with respect to wages.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

The Administration recommends that the Board move to a Closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e)for the purpose of considering collective bargaining negotiations strategy with respect to wages.

Moved to the end of the agenda by consensus.

* * * * *

COMMUNICATIONS FOR REFERRAL

(Item A) Referral of Communication 1415C-001 from Mr. Oras Carter Requesting a Hearing Regarding the Treatment of MPS Students and Parents and the Board's Complaint Process

Background

On May 26, 2014, Mr. Oras Carter submitted a request to the Office of Board Governance for a hearing regarding what he considers to be "aggressive acts towards parents" and the Board's complaint process. He also wishes to present his concerns regarding searches of students for drugs.

Referred to the Committee on Parent and Community Engagement.

* * * * *

RESOLUTIONS FOR REFERRAL

Resolution 1415R-005

By President Bonds

WHEREAS, 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; and

WHEREAS, Milwaukee Public Schools' Administrative Policy 4.04 states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students; and

WHEREAS, The last revision to this policy was in 2009, since when the MPS regional structure has changed; and

WHEREAS, The District has projected approximately $60 million in spending for student transportation for the Fiscal Year 2015; and

WHEREAS, At a time when the District continues to compete with non-public schools for enrollment and is struggling to keep quality programs in the schools as well as maintain to a fiscally responsible budget, our transportation strategy should again be reviewed; now, therefore, be it

RESOLVED, That the Administration is to design a taskforce for the creation of a regional transportation system of busing built around the current MPS regional structure; and be it

FURTHER RESOLVED, That the Administration is to review current MPS policies and procedures to determine ways in which to eliminate mass busing within the District to the greatest extent possible allowed under the statutes; and be it

FURTHER RESOLVED, That such procedures shall allow for the continuation of busing to city-wide schools; and be it

FURTHER RESOLVED, That, as part of the effort to reduce mass busing, the sibling preference be eliminated; and, be it

FURTHER RESOLVED, That all applicable policies and procedures be updated to reflect the new transportation model and brought to the Board, through its Committee on Legislation, Rules and Policies, for final approval; and, be it

FURTHER RESOLVED, That the Administration is to report the steps taken toward implementation no later than the October Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1415R-008

By Director Sain

WHEREAS, A "Fair Play" campaign was launched in April 2013, aimed at providing adequate outdoor public school athletic facilities and recreational park spaces for children in Milwaukee County; and

WHEREAS, The "Fair Play" campaign is leading an effort to secure new public funding to upgrade and fix these facilities for our children throughout Milwaukee County through creative methods, including leveraging some of the public funds that will be used to build a new arena for the Milwaukee Bucks; and

WHEREAS, The "Fair Play" campaign is focused on utilizing these public funds to transform public school athletic facilities, providing Milwaukee County children with an opportunity to foster athletic greatness and healthier lifestyles; and

WHEREAS, Of the more than 278 outdoor athletic facilities inspected throughout Milwaukee County by the campaign, approximately two-thirds were found to be subpar; and

WHEREAS, MPS has multiple outdoor athletic facilities that, if funding were available, could benefit from upgrades; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors supports the spirit of the "Fair Play" campaign and its efforts to secure new public funding to upgrade public school athletic facilities and recreational park spaces for children in Milwaukee County; and be it

FURTHER RESOLVED, That, if the "Fair Play" campaign is able to secure funding for the renewal and upgrade of public school athletic facilities, the Milwaukee Board of School Directors will then revisit the need to allocate staff and resources to aid in the upgrade of MPS's outdoor athletic facilities.

Referred to the Committee on Legislation, Rules and Policies

Resolution 1415R-009

By President Bonds

WHEREAS, Research continues to show that International Baccalaureate (IB) education is a key factor in the future success of students; and

WHEREAS, An International Baccalaureate education provides children with world-class instruction, featuring a comprehensive curriculum focused on transforming children into active learners; and

WHEREAS, International Baccalaureate education helps prepare young children to succeed in school and to become better citizens, and as such, they are more likely to attend college, earn more, pay more taxes, and commit fewer crimes; and

WHEREAS, There appears to be a continual need in the proposed area for such programs, as there are few International Baccalaureate programs located in School Board District 3; and

WHEREAS, This will be the first IB elementary school on the northside of Milwaukee, allowing for a path of K-12 IB programming (Rufus King High School, Rufus King Middle School, and Phillips) in this area; and

WHEREAS, Failing to invest sufficiently in International Baccalaureate education shortchanges taxpayers because the return on investment is greater than that of many other economic-development options; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instruct the Administration to establish a Kindergarten-through-6th-grade International Baccalaureate School; and be it

FURTHER RESOLVED, That the program use the comprehensive International Baccalaureate curriculum, used throughout the world, with a strong multi-cultural focus in the staffing, textbooks, and other materials used in the classroom to reflect the diverse student population being served; and be it

FURTHER RESOLVED, That the Board reopen the building located at 4310 N. 16th Street, the former Emanuel Phillip Elementary School building, to house this program; and be it

FURTHER RESOLVED, That a plan for implementation be brought back to the Board for approval not later than November 2014 for the school to open in the 2015-2016 school year.

Referred to the Committee on Student Achievement and School Innovation.

The Board next took up Item 18, moved to the end of the agenda by consensus:

(Item 18) Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

In accordance with notice previously given, Director Holman moved that the Board retire to a closed session, pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of considering collective bargaining negotiations strategy with respect to wages.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

The Board retired to executive session at 9:20 PM.

Director Holman left at 9:20 PM.

The Board adjourned from executive session at 9:34 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 16, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 9:03 AM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The Assistant Board Clerk read the following call of the meeting:

August 11, 2014

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held from 9:00 a.m. until 11:00 a.m. on Saturday, August 16, 2014, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of holding a retreat to discuss regional school development for the 2015-16 and 2016-17 school years.

While this meeting will be open to the public, no public testimony will be taken.

LYNNE A. SOBCZAK
Board Clerk

The Board proceeded to conduct a retreat to discuss regional school development for the 2015-16 and 2016-17 school years.

The Board adjourned at 11:00 AM.

EUGENE JONES
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 21, 2014

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

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The President requested a moment of silence to commemorate the passing of Natalya Robinson, age 12, a fifth-grade student at Gaenslen Elementary School, who died on August 11, 2014, of natural causes.

Vice President Holman in the Chair.

AWARDS AND COMMENDATIONS

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:

99.1 WMYX "The Mix" Radio Station
Walgreens
Lakeside Bus Company

> In order to support our students as they begin the 2014-15 school year, three businesses — 99.1 WMYX, "The Mix" Radio Station; Walgreens; and Lakeside Bus Company — have collaborated to conduct a school-supply drive called "Stuff the Bus" as part of the Salvation Army's 2014 Class Act School Supply Drive. Last year, the Salvation Army received the Excellence in Education Award for its successful efforts in this area.
>
> The objective of the newest partners to this established and successful drive was to fill an entire yellow school bus with the items that students need as they begin the school year, but that their families may not be in a position to purchase. Thanks to their efforts, they did indeed "Stuff the Bus" with more than 5,000 school-supply items. As a result, many MPS students will be fully prepared to meet and exceed the educational challenges that await them during the 2014-15 segment of their educational journey.

The Milwaukee Board of School Directors and the entire school community recognize 99.1 WMYX, Walgreens, and Lakeside Bus for dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular Board meeting of July 31, 2014, were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Acting Superintendent of Schools: Monthly Report

Background

To inform the Milwaukee Board of School Directors, the MPS community and our stakeholders of current efforts and initiatives in a timely manner, the Acting Superintendent of Schools will submit a monthly report. To set the context for these reports, the Administration's work is focused on three over-arching goals that will create the conditions for a successful 2014-15 school year:

1. accelerating student achievement to ensure that our students are prepared for college, careers and beyond. We will continue to improve instruction through implementation of Common Core State Standards (CCSS), expansion of art/music programs, and the addition of school support teachers;
2. continuing to build on our success in creating positive relationships through parent coordinators, mentoring at all levels, continuing to develop and expand effective programming, and implementing the "My Brother's Keeper" initiative; and
3. cultivating leadership at all levels through continued implementation of the Educator Effectiveness Frameworks for Teaching and Leadership. We are also developing a leadership pipeline that includes leadership cohorts and school networks for principals and a variety of workshops and advisory groups for sitting and aspiring leaders.

Efforts to finalize preparation for the 2014-15 school year were in high gear during July and August. The following are highlights:

- We kicked off the year-round school year at Silver Spring on August 4.
- We kicked off the school year for IB calendar schools on August 11 at King High School. We also celebrated King's designation by *U.S. News and World Report* as one of the best high schools in the state and nation.
- We look forward to celebrating the start of traditional calendar schools on September 2 at Thurston Woods.
- The fifth annual MPS Leadership Institute for Principals/School Leaders took place August 11-15. Principals took full advantage of the sessions on topics such as the CCSS, culturally relevant teaching, professional learning communities, and educator effectiveness.
- The district's new student information system went live on schedule. Training and implementation are ongoing.
- The Community Eligibility Program that will provide all MPS students with free breakfast and lunch every day during the school year has started at year-round and IB schools. The district is poised to start this program with traditional calendar schools and is working with the Hunger Task Force to publicize this benefit.

- The district's seventh annual Run Back to School is scheduled for August 23. Please invite walkers and runners to participate in this event to celebrate the start of school. Information is available on the Milwaukee Recreation Department's website (www.milwaukeerecreation.net/)
- The MPS Senior Team held their yearly retreat to plan for the upcoming school year and beyond. The President and CEO of Northwestern Mutual Life (NML), John Schlifske, graciously offered us a conference room at the NML headquarters for the retreat. Our work focused on regional development and organizational priorities.
- The MPS Senior Team took part in a Board Retreat on August 16 to begin discussions on the development of the FY16 and FY17 budget timetable and regional school development.
- We continue to use our school readiness dashboard at weekly meetings to ensure all schools are ready for the first day of school.
- Parent Coordinators received three days of training at Hamilton High School. It was designed to provide them with the tools to be successful, including customer-service professional development provided by the MPS Customer Service Bureau and the Office of Organizational Development.

The Acting Superintendent of Schools will continue to present this monthly report to share a sampling of the work taking place to support the goals of the MPS Strategic Plan: Student Achievement; Student, Family and Community Engagement, and Effective and Efficient Operations.

* * * * *

(Item B) Action on a Communication from the Acting Superintendent of Schools Requesting Authority for the District to Become a Member of the Coalition for Broadband Equity

Background

The Administration is seeking authority for the district to become a member of an advocacy coalition, the Coalition for Broadband Equity. The Coalition, a 501(c)(4) not-for-profit membership organization (organization of organizations), is composed of public leaders, community institutions, and community-based organizations to represent the "public interest" of our communities. The goals of the Coalition are to:

1. to assure that our local communities are effectively represented in FCC proceedings on the Comcast-Charter proposal, including any relevant settlement negotiations;
2. see significant investment and collaboration by Charter and SpinCo (a new independent spin-off company emerging from the merger strategy) in community-based efforts to help our disconnected residents gain internet skills and affordable broadband access; and
3. engage Charter Communications and SpinCo management directly in the hope of collaborating on a joint proposal for a digital-inclusion investment program that can be incorporated into an eventual FCC order with broad support from the affected local communities.

The Administration was contacted by the City of Milwaukee on Monday, August 11, 2014, to discuss membership for MPS. A response is requested by August 25, 2014. The City of Milwaukee and its Housing Authority are joining the coalition. Other members of the coalition are from the Cleveland and Detroit areas.

This request has been reviewed by the district's chief lobbyist. MPS will be asked to contribute dues of $100 to $500 annually to support the legal and administrative costs of the coalition.

Since the stated goals of this coalition are clearly supportive of the needs of MPS families, and the achievement of these goals would benefit our students' ability to succeed academically, the Administration recommends that the district become a member of the Coalition for Broadband Equity.

Fiscal Impact Statement

This item does not authorize expenditures. Once the rate for annual dues for MPS has been established, the cost of the dues will be absorbed in the respective budget area.

Administration's Recommendation

The Administration recommends that the district become a member of the Coalition for Broadband Equity.

Director Bonds moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Zautke and Vice President Holman—8.

Noes—None.

Abstaining from voting—Director Woodward—1.

* * * * *

(Item C) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Property Located at 2431 S. 10th Street, 5775 N. 76th Street, 2769 N. 1st Street, and 921 W. Meinecke

Background

The Administration requests a closed session for the purpose of considering a negotiating strategy for the possible lease or sale of public property located at 2431 S. 10th Street, 5775 N. 76th Street, 2769 N. 1st Street, and 921 W. Meinecke.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

The Administration recommends that the Board retire to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of discussing strategies regarding the potential sale or lease of district property located at 2431 S. 10th Street, 5775 N. 76th Street, 2769 N. 1st Street, and 921 W. Meinecke.

By consensus, consideration was postponed until the end of the meeting.

* * * * *

COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Action on a Request to Discharge the Committee on Accountability, Finance, and Personnel from Further Consideration of Resolution 1415R-005, to Eliminate Massive Busing in MPS, and to Refer the Resolution to the Committee on Legislation, Rules and Policies

Background

At its meeting on July 31, 2014, the Board referred Resolution 1415R-005 (attached) to the Committee on Accountability, Finance, and Personnel. The referral to that Committee had been made because the Resolution deals with student transportation in MPS. Upon further review, however, it has been determined that, as the Resolution calls for review of and possible revisions to the rules and policies governing student transportation, the more appropriate referral would have been to the Committee on Legislation, Rules and Policies. Therefore, as the Committee on Accountability, Finance, and Personnel has not yet taken up consideration of the Resolution, the request is being made that the Board discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 1415R-005 and that the Board refer the Resolution to the Committee on Legislation, Rules and Policies.

As notice of this action has been previously given in the call of this regular meeting of the Board, a majority affirmative vote is required to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 1415R-005.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Should the Board vote to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 1415R-005 and refer the Resolution to the Committee on Legislation, Rules and Policies, the Office of Board Governance will add the Resolution to those items pending before the latter Committee.

Board Clerk's Recommendation

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

Director Bonds moved to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 1415R-005 and refer the Resolution to the Committee on Legislation, Rules and Policies.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and Vice President Holman—9.

Noes—None.

President Bonds resumed the Chair.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Accountability, Finance and Personnel Committee, Item 2, 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; and

Accountability, Finance and Personnel Committee, Item 8, a request to carry over FY14 traditional, instrumentality charter and partnership school surpluses and deficits to FY15.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 MPS Customer Service Framework

Background

In September 2013, the Milwaukee Board of School Directors approved the Customer Service Framework. Since then, the Customer Service Bureau (CSB) has been carrying out the elements of the Framework. The update shares the progress on carrying out the Board's action.

Fiscal Impact Statement

Funds in the amount of $100,000 were approved in the FY15 budget to support this initiative.

Committee's Report

Your Committee reports having received the foregoing report from the Administration.

Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 2) Report with Possible Action Regarding an Update on Bay View Middle and High School

Background

Bay View Middle and High School principal Aaron Shapiro will share a brief presentation on progress made throughout the 2013-14 school year. The presentation includes key data points as well as next steps to continue the positive momentum achieved by the school community. Among other topics, the presentation will speak to the importance of strong programming, systems and procedures, communication, community connections, student commitment, teacher commitment, and creativity and innovation.

Fiscal Impact Statement

No fiscal impact.

Committee's Report

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 for Academia de Lenguaje y Bellas Artes (ALBA) School and on the Request for Approval of the Arts Specialty Designation

Background

On April 22, 2004, the Milwaukee Board of School Directors approved a five-year charter school contract establishing Academia de Lenguaje y Bellas Artes Schoo l(ALBA) as an instrumentality charter school, beginning with the 2004-2005 school year and ending on the last regularly scheduled school day of the 2008-2009 school year.

On June 25, 2009, the Board granted ALBA a five-year contract renewal, beginning with the 2009-2010 school year and ending with the last regularly scheduled school day of the 2013-2014 school year.

The most recent contract was for up to a maximum of 399 full-time-equivalent (FTE) pupils in grades Head Start through grade 5.

ALBA is located at 1712 South 32nd Street (Walker Complex).

In December 2013, the MPS Charter School Contract Review Team conducted a review of the ALBA School contract in accordance with MPS Administrative Policy 9.12, Charter Schools, and Administrative Procedure 9.12, Charter School Petitions and Proposals, and recommended renewal.

On February 27, 2014, the Board approved the five-year contract-renewal recommendation for ALBA and authorized the Office of Contracted School Services, in consultation with the Board's designee and the Office of the City Attorney, to attempt to negotiate and draft a five-year contract with ALBA.

On May 30, July 1, July 8, July 29, and July 31, 2014, representatives from ALBA, the Offices of Board Governance, City Attorney, and Contracted School Services met to negotiate a contract for ALBA

School using the Board-approved model instrumentality charter contract. All modifications addressed in this item have been mutually agreed upon by the parties previously mentioned.

Contingent upon the Milwaukee Board of School Directors' approval, ALBA accepts the charter contract with modifications as outlined in the attachments to the minutes of your Committee's meeting.

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. The funds for the charter contract were included as part of the FY15 Board-adopted budget. Any changes to the contract that would award additional funding or generate additional district-level costs not contained in the approved FY15 budget would come back to the Board as part of the fall budget-adjustment process. Based on projected enrollment, the arts specialty designation is estimated to cost $69,700.

Implementation and Assessment Plan

Upon the Board's approval and upon execution of the contract, the instrumentality charter contract, as attached to the minutes of your Committee's meeting, will be effective starting with the 2014-2015 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:

1. approve the renewed five-year instrumentality charter school contract with ALBA School beginning with the 2014-2015 school year and ending on the last regularly scheduled day of the 2018-2019 school year, with the negotiated modifications as outlined in the attachments to the minutes of your Committee's meeting; and
2. approve the arts specialty designation for ALBA School.

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

* * * * *

(Item 2) Report and Possible Action on Commitment Schools and Low-Performing Schools

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. The state has identified 48 schools as Fails to Meet Expectations, and of those 48, 25 have been persistently low-performing.

The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

All 48 schools that have been identified by the state as Fails to Meet Expectations should anticipate receiving instructional support, professional development, and operational assistance from the Office of Innovation to support school improvement during the FY15 school year.

The Office of Innovation is creating professional development aligned to the District Improvement Plan around teaching and learning, specifically around Common Core State Standards and best practices in teaching, called Saturday Academies.

All teachers at the 48 low-performing schools will be invited to attend Saturday Academies, an additional 24 hours of paid professional development throughout the FY15 school year.

Additional supports will be planned by the Office of Innovation as needs are identified specific to instructional support, professional development, and operational assistance.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Office of Innovation staff will implement professional development, and participants will be surveyed at the end of each learning session.

Committee's Report

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

* * * * *

(Item 3) Report and Possible Action on the District Improvement Plan

Background

Your Committee reports that the Offices of Academics, School Administration, and Innovation collectively presented an overview of the District Improvement Plan (DIP).

The focus of the goal outlined in the attachment to the minutes of your Committee's meeting is on closing the achievement gap of MPS students at all grade levels in both math and reading and increasing student readiness on the ACT through additional support to teachers and school leaders. The district's goal is supported by four areas: Teaching and Learning; Professional Development System; Educator Effectiveness; and Continuous Improvement System.

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

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

* * * * *

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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 Leaves of Absence, Report on Certificated Resignations, Classified Retirements, and Affirmative Action Report.

Action on Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	New Hires	
2 Frank Braud	Boiler Attendant Trainee $31,899.66	07/05/2014

Promotions

2	Latanya Gill	Building Service Helper I $11.13 per hour	07/07/2014
2	Diane Pearson	Building Service Helper II $30,706.52	07/07/2014
2	Brian Carter	Building Service Helper II $30,706.52	07/07/2014
2	Tony Gladney	Building Service Helper II $30,706.52	07/07/2014
2	Collette Roberts	Building Service Helper II $30,706.52	07/07/2014
2	Kendrra Bey	Building Service Helper II $30,706.52	07/07/2014
4	Francisco Rivera	Boiler Attendant $35,552.92	07/07/2014
2	Michele McWilliams	School Secretary I — 12-month $30,118.02	07/01/2014
2	Andre Howard	School Engineer I $40,492.14	07/14/2014
2	Jamaal Ford	School Engineer I $40,492.14	07/14/2014
2	Brian Grashen	School Engineer IV $58,783.66	07/01/2014
5	Ross Hartung	School Engineer IV $59,486.96	07/01/2014
5	Kristin Dane	School Engineer IV $57,306.60	07/01/2014
5	John Wolf	School Engineer IV $59,915.70	07/01/2014
2	Levent Cobin	School Engineer IV $55,126.24	07/01/2014

Rehires

5	Nusret Ademi	School Engineer I $38,727.00	07/14/2014

Action on Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., December 2014		
Hallman, Colleen	On Leave	August 26, 2014
Illness Leave, Jan. 2015		
Browne, Robert	Pulaski H.S.	August 26, 2014
Illness Leave Ext., June 2015		
MacLaughlin, Lorraine	Sherman	August 26, 2014
Umstot, Carol	Hawthorne	August 26, 2014
Personal Leave, June 2015		
Johnson-Finley, Nicole	Grantosa	January 5, 2015
Lak, Kristina	Golda Meir	August 26, 2014

Report on Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.7	2	Ericka Booker	Teacher	Kluge	07/23/14
Other Work	0.6	5	Melissa Childs	Teacher	Thurston Woods	07/07/14
Personal	4.0	2	Gunsby DeJohnett	Teacher	Keefe Ave	08/10/14
Other Work	2.0	5	Megan DeMarb	Teacher	Allen Field	07/23/14
Other Work	13.0	2	Gail Gray	Teacher	Carson Academy	08/01/14
Personal	3.8	5	Bryan Hansen	Teacher	Audubon HS	07/16/14
Other Work	17.5	5	Katie Hoss	Supervisor	Central Svcs	07/27/14
Other Work	2.0	5	Lisa Naymick	Teacher	Auer Ave	07/24/14
Other Work	26.8	2	Victor Nwagbaraocha	Teacher	Morse Marshall	07/16/14
Other Work	2.4	5	James Schulz	Teacher	Franklin	07/07/14
Other Work	2.3	5	Andrew Sireno	Teacher	Bradley Tech	07/14/14
Personal	16.0	2	Debbie Tate	Teacher	River Trail	07/28/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	10.1	5	Joan Robinson	Engineer II	Fratney	07/13/14

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July is attached to the minutes of your Committee's meeting. This is an informational report and reflects data from prior month(s). No action is required.

Fiscal Impact Statement

Authorized expenditures already approved in the FY15 budget.

Implementation and Assessment Plan

Upon approval by the Board the personnel transactions will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed in the above for classified personnel transactions and leaves of absences; to be effective upon approval of the Board.

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

* * * * *

(Item 2) 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

Appointments

The Acting Superintendent recommended that the following individuals be appointed to the classifications indicated, effective upon approval by the Board.

(2)(r)	Leon Groce	Principal Audubon Middle and High Schools	Schedule 03, Range 14A $109,344.00

(5)(r)	Dr. John Hill	Director of College & Career Readiness Office of the Chief Academic Officer	Schedule 03, Range 14A $103,953.00
(2)(r)	Donna Edwards	Recruiting Associate Office of the Chief Human Capital Officer	Schedule 03, Range 06A $60,370.00
(5)(nr)	Kasandra Toga	Recruiting Associate Office of the Chief Human Capital Officer	Schedule 03, Range 06A $56,461.00
(5)(nr)	Richard Von Drasek	Safety Coordinator/Supervisor Office of the Chief School Administration Officer	Schedule 03, Range 02C $39,384.00
(5)(r)	Katherine Reiter	Management Intern* Office of the Chief Financial Officer	$32,000.00

*Management interns are paid a flat rate of $32,000.00 for the first year of employment.

Note: The above recommendations are for positions that are approved in the FY15 budget.

Reassignments

The Acting Superintendent recommended that the following individuals be promoted or reassigned to the classifications indicated, effective upon approval by the Board.

(4)(r)	Fritz Blandon**	Assistant Principal in Charge Pulaski High School	Schedule 03, Range 15A $93,718.00
(5)(r)	Lisa Napoli	Assistant Principal U.S. Grant Elementary School	Schedule 03, Range 10C $85,187.00
(5)(r)	Christine Grudnowski	Assistant Principal Engleburg School	Schedule 03, Range 10C $85,187.00
(2)(r)	Tammy Porter	Assistant Principal Hopkins Lloyd Elementary School	Schedule 03, Range 10C $85,187.00
(2)(r)	Cynthia Dismuke	Assistant Principal in Charge Gaenslen Elementary School	Schedule 03, Range 10C $85,187.00
(5)(r)	Frank Lammers	Assistant Principal in Charge Ninety Fifth Street School	Schedule 03, Range 10C $85,149.00
(2)(r)	Dr. Marcus Arrington	Assistant Principal in Charge Dr. Martin Luther King Jr. School	Schedule 03, Range 11C $79,039.00
(4)(r)	Christopher Garza	Assistant Principal in Charge Zablocki Elementary School	Schedule 03, Range 10C $70,777.00
(2)(nr)	Phillip Rhymes	Assistant Principal on Special Assignment Office of the Chief Academic Officer	Schedule 03, Range 10C $58,720.00

**Until such time the position is permanently filled.

LTE Contracts

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

(4)(r)	Irasema Garcia	LTE Guidance Counselor (Bilingual Spanish) Office of the Chief Academic Officer 8/20/14 to 2/20/15	$50.00 per hour

(5)(r)	Karen Elliott	LTE Library Media Specialist Office of the Chief School Administration Officer 7/1/14 to 12/31/14	$37.57 per hour
(5)(r)	Mary Wincapaw-White	LTE Perkins Grants Office of the Chief Academic Officer 8/1/14 to 6/30/15	$30.00 per hour

Committee's Recommendation

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

In accordance with notice previously given, Director Sain moved that the Board retire to executive session, under the provisions of the Wisconsin Statutes, Chapter 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.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

The Board retired to executive session at 7:12 PM.

The Board reconvened in open session at 7:32 PM.

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Woodward and Zautke—7.

Noes—Director Sain and President Bonds—2.

* * * * *

(Item 3) 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.

Purchases

B5665 Authorization to Extend the Blanket Contract with AAT Salt & Distribution for District-Wide De-icing Rock Salt

The Administration requests authorization to extend the contract with AAT Salt & Distribution to provide 50 lb. bags of de-icing rock salt to all MPS schools and buildings. This salt is ordered by the school

engineers in the Division of Facilities and Maintenance Service for their respective buildings. This will be the second and final option to extend under B5665. This extension will be for the third and final year of the blanket contract, with an estimated dollar value of $205,000.

The contract will run from August 31, 2014, through August 30, 2015.

Budget Code: BLD-0-0-BOP-FM-ESUP (Building Operations — Supplies).....$205,000

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Student Employment Commitment (Hours).....0
Student Career Awareness Commitment (Hours/12-month contract).....0

B5711 Authorization to Issue a Blanket Agreement to CDW Government, LLC, for Charging Carts for Chromebooks

The Administration is requesting authorization to enter into a blanket agreement with CDW Government, LLC, to purchase charging carts for Chromebooks manufactured by Spectrum. The current model is #55465WFSBW. Purchases will be made by various MPS schools and departments as needed.

The charging carts will be used to charge and secure Chromebooks.

Bid B5711 had two options MPS opted for Option B, with a maximum of two power cables for the entire cart. The vendor was the low-complying bidder meeting specifications.

This will be a blanket contract for one year with two possible one-year extensions, not to exceed $755,300 the first year.

Budget Codes: Various.....By School Location

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Student Employment Commitment (Hours).....0
Student Career Awareness Commitment (Hours/12-month contract).....0

--- Authorization to Extend the Current Lease Agreement with Xerox Corporation for Duplicating Equipment

The Administration requests authorization to extend the current lease agreement with Xerox Corporation. The Department of Business Services-Duplicating Services provides a wide range of printing services for the District. The District currently leases duplicating equipment from Xerox Corporation for use in its print shop.

The current lease ended June 30, 2014. Current lease costs are $3,074.55 per month, or $36,894.60 annually; per-page cost is $0.049 (est. 60,000 copies), with an annual cost of $39,834.60.

The Administration negotiated with Xerox an extension for 36 months at a cost of $2,896.65 per month, or $34,759.80 annually; per-page cost remains at $0.049. Total annual cost with lease extension is $37,699.80.

Total cost for three years is $113,099.40. The lease extension lowers the monthly fee as well as provides upgraded equipment. The Administration projects a savings of $6,404.40 over the three-year lease term.

Upgrading to the next generation of Xerox color equipment will ensure MPS customers of quality and quick, reliable turnaround. The equipment will be upgraded to the latest digital color copiers. No additional training of staff will be needed. Xerox has support technicians to guarantee a four-hour service response.

The lease agreement will run from September 1, 2014, through August 30, 2017.

Budget Code: DUP-0-0-DUP-DU-EMTC000 (Duplicating Services — Maintenance Contracts) $113,099.40

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

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

- Lakeside Buses of Wisconsin
  Budget Code: RTS-0-0-TRS-DW-EPPT
  Original Contract Amount.....$8,917,340
  Request to add funds April 23, 2014 .....$2,232,402
  Request to add funds June 26, 2014 .....$400,000
  Adjust to pay final FY14 expenditures
  Request to add funds July 3, 2014, in the amount of.....$500,000

- Specialized Care
  Budget Code: 00000000BL-ECTS
  Original Blanket Amount $55,000
  Under-reported projections. School Budgets will bring to Board in October 2014.
  Request to add funds July 15, 2014, in the amount of.....$55,000

- First Student
  Budget Code: 00000000BL-ECTS
  Original Blanket Amount $10,000
  Under-reported projections. School Budgets will bring to Board in October 2014.
  Request to add funds July 15, 2014, in the amount of.....$290,000.

- Durham School Services
  Budget Code: 00000000BL-ECTS
  Original Blanket Amount $55,000
  Under-reported projections. School Budgets will bring to Board in October 2014.
  Request to add funds July 15, 2014, in the amount of.....$55,000.

Other Routine Monthly Reports

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

Donations

School	Donor	Amount	Gift or Purpose
Bradley Tech	Milwaukee Area Technical College	$1,992.00	Manufacturing and Engineering Supplies
Greenfield	LeadDog Marketing Inc	$2,580.00	Kohl's Cares Field Trip Grant
Homeless Education Program	Wines for Humanity	$228.49	Monetary Donation
King High	Elizabeth Dempsey	$515.53	Peru-CAS Volunteer Projects
Milwaukee High School of the Arts	BMO Harris Bank	$1,000.00	School Music Program
Pulaski	Brewers Community	$1,000.00	Girls Softball

School	Donor	Amount	Gift or Purpose
	Foundation		
Reagan	White Jaw Guide Service	$175.00	Golf Outing
Reagan	Dave Ratka	$30.00	Golf Outing
Reagan	Milwaukee Admirals	$50.00	Golf Outing
Reagan	Credit Solutions S.C.	$400.00	Golf Outing
Reagan	Valerie L. Alba Virtual Assistant, LLC	$100.00	Golf Outing
Reagan	Rocky Rococo	$285.00	Golf Outing
Reagan	McDonalds	$36.00	Golf Outing
Recreation and Community Services	Frank Ruzicka	$640.00	Student Field Trip

Committee's Recommendation

Your Committee recommends that the Board authorize the purchases and 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 Contracts Recommendation Request for Proposal

Background

RFP #156178 Authorization to Approve Unit Prices for Asbestos-Abatement & -Disposal Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain firms to provide asbestos- abatement services for the district. The firms selected are:

- Insulation Removal, Ltd.
- KPH Environmental
- Professional Asbestos Removal and Survey Services Corp.

Contract Amount: Contracts will be issued on an as-needed basis based on a preapproved rate schedule.

Requested Expenditure Authority: $400,000

Contract Period: September 1, 2014, through August 31, 2017

Budget Code: FAR00ECCDW ECNC5 (Construction Fund — Environmental Code Compliance)

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts 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 5) Action on the Award of Professional Services Contracts, Including a Waiver of Administrative Policy 3.09, Purchasing and Bidding Requirements, in Regard to a Proposed Contract with Drive USA, Inc., dba Arcade Drivers School

B5587 Authorization to Extend the Contract with EdTech Strategies, LLC, for eRate Consulting Services

The Administration is requesting authorization to extend the contract with EdTech Strategies, LLC, for eRate consulting services.

The vendor recently assisted the District in successfully filing over $16,000,000 in applications with the eRate program. The vendor assisted the District with the filing of numerous other documents required throughout the year.

The vendor was chosen pursuant to Bid B5587 and was the highest-ranked vendor.

In August 2012, the Board approved Option Year 3 of the contract and two additional one-year extensions. This will be the fifth and final extension.

The contract extension will run from October 1, 2014, through September 30, 2015. The total cost of the contract will not exceed $243,500.

Budget Code: TSV-0-0-TEC-TC-ECTS (Technology — Contracted Services) $243,500

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Student Employment Hour Commitment (hours) 0
Student Career Awareness Commitment (hours/12-month contract).....0

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RFP 811 Authorization to Extend and Enter into a new Contract with Drive USA, Inc., dba Arcade Drivers School, for Behind-the-Wheel Driving Instruction and to Waive Administrative Policy 3.09 Bidding and Purchasing Requirements

The Administration is requesting authorization to extend and enter into a new contract with Drive USA, Inc., dba Arcade Driving School, for an additional one-year period through August 2015 and waive Administrative Policy 3.09, Bidding and Purchasing Requirements. The Board has approved the request for waiver in the past.

The current contract was awarded to Drive USA, Inc., dba Arcade Driving School, who was the highest-ranked vendor in price and services, pursuant to RFP 811, for a one-year period commencing on September 2013. The vendor has met or exceeded all expectations.

The Administration recognizes that a new RFP should have been issued, but in the interest of continuing the services to our students, we request a waiver from Administrative Policy 3.09 for a one-year contract extension as we work to issue a new RFP for FY16.

The vendor will:

- provide six (6) hours of driving instruction and six (6) hours of in-car observation for students completing 30 classroom hours through the MPS program; and
- provide a representative to attend MPS parent orientations at the start of each new session; and
- schedule driving lessons for each student within 30 days of the student’s receipt of his/her temporary permit; and

- maintain a written record of students' behind-the-wheel progress; and
- enter electronic completion certificates into the DMV system.

The contract extension will run from September 1, 2014, through August 31, 2015. The total cost of the contract will not exceed $225,000.

Budget Code: CSV-0-0-DRV-DW-ECTS (District-Wide — Contracted Services).....$225,000

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Student Employment Hour Commitment (hours) 0
Student Career Awareness Commitment (hours/12-month contract).....0

Implementation and Assessment Plan

Upon approval by the Board, the contract(s) 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 and waive Administrative Policy 3.09, Purchasing and Bidding Requirements, in regard to a proposed contract with Drive USA, Inc., dba Arcade Drivers School.

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

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts, Including a Waiver of Administrative Policy 3.09, Purchasing and Bidding Requirements, in Regard to Community Engagement Media Buys

Exception Authorization to Enter into a Contract with Cooperative Educational Service Agency (CESA #1) to Facilitate and Support the Implementation of Personalized Learning

The Administration is requesting authorization to enter into a contract with CESA #1 for its personalized learning services. CESA #1 will provide support throughout the implementation of the personalized learning at the following four schools: 81st Street School, Goodrich Elementary School, Hi-Mount Community School, and Reagan IB High School.

CESA #1 will provide project-management, coordination, and consulting services and will provide information, professional development, and training for personalized learning educators in a variety of formats (webinars, workshops, annual conference, newsletters, coaching/mentoring, virtual meetings, etc.). CESA #1 will provide mid-year and year-end reports on the types and frequency of activities and services provided, based on the program's goals and objectives.

The contract will run from September 1, 2014, through August 31, 2015. The total cost of the contract will not exceed $148,000.

Budget Code: GEN-0I-1V5-OI-ECTS (Office of Innovation — Contracted Services) $148,000

The total cost of this contract for FY14 did not exceed $163,400. This amount represents $13,400 of membership fees for FY14 and $150,000 of personalized learning consulting for FY14.

Budget Code: HXP-0-0-SSF-DW-ECTS (Contract Services — Instructional Project).....$150,000
SCF-0-0-CTG-DW-ECTS (Contract Services — CESA Membership).....$13,400

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Paid Student Employment Hour Commitment (hours) 0
Student Career Awareness Commitment (hours/12-month contract).....0

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Exception Authorization to Enter into Contracts with Media Entities and to Waive Administrative Policy 3.09, Bidding and Purchasing Requirements

The Administration is requesting authorization to enter into contracts with multiple media entities and to waive Administrative Policy 3.09's bidding and purchasing requirements, which do not allow the Division of Community Engagement (CE) the flexibility to contract according to assigned need. CE respectfully requests an exemption to bid for its media purchases. The Board has approved the request for waiver in the past.

CE contracts with different media entities, based on the targeted demographic audience MPS is seeking to reach. CE obtains quotes to ensure that MPS receives the best pricing available, thus fulfilling the goals of the Board's bidding and purchasing requirements. Purchases are also spread reasonably across the market.

The media entities most often used by CE are listed below, and all media buys are made in accordance with the District's media plans for the Literacy, Three-Choice, and Start/Stay/Succeed Back-to-School campaigns.

Television ..... WTMJ NBC 4, WITI FOX 6, WISN ABC 12, WDJT CBS 58, Time Warner Cable (multiple networks), Telemundo, Milwaukee Public Television (MPTV 10/36)

Radio ..... WJTI AM 1460 El Sol, WJMR Jammin 98, WMCS 1290, Clear Channel Radio (FM 95.7, FM106, WOKY, WMIL, WISN News Talk 1130 and WKKV100), B93.3, WTMJ AM 620, WKTI 94.5 The Lake, WUWM, WYMS 88.9, Radio Disney, WISN AM 1130, WNOV

Outdoor, Online, Sponsorships.....The Sponsor Placement Company, OnMilwaukee.com, JS Online, Clear Channel Outdoor (iBoards, billboard, Amtrak/Greyhound Intermodal Station displays), Lamar Outdoor (iBoards and billboards), Direct Media USA Busboards (Milwaukee County Transit System [MCTS] bus signage), Screen Vision (movie screens)

CE requests that all such media buys be exempted from the Board's bidding and purchasing requirements.

The total cost of the combined contracts will not exceed $300,000. The contracts will run from September 1, 2014, through June 30, 2015.

Budget Code: INF-0-0-MED-IC-EADV (Community Engagement — Official Advertising) ..... TBD

HUB Participation
Required 0%
Proposed 0%
$ Value $0

Student Engagement
Paid Student Employment Hour Commitment (hours) 0
Student Career Awareness Commitment (hours/12-month contract) 0

- - -

Exception Authorization to Enter into Contract with Milwaukee Area Technical College (MATC) to Implement the United States Department of Education's GEAR UP Grant

The Administration is requesting authorization to enter into contract with Milwaukee Area Technical College (MATC) to work directly with GEAR UP students by providing hands-on career exploration, year-long math intervention, and summer credit-recovery to the MPS GEAR UP project.

The contractor will provide an MATC faculty to support organizing all programming for GEAR UP students. The vendor was chosen pursuant to RFP (#553).

The contract will run from September 1, 2014, through August 31, 2015. The total cost of the contract will not exceed $125,000.

Budget Code: GEN-0-I-GQ4-CI-ECTS (GEAR UP — Contracted Services) $125,000

HUB Participation
Required 0%
Proposed 0%
$ Value $0

Student Engagement
Paid Student Employment Hour Commitment (hours) 0
Student Career Awareness Commitment (hours/12-month contract) 0

Fiscal Impact Statement

This item authorizes the following expenditures:

- CESA #1, GEN-0-I-IV5-OI-ECTS $148,000
- Various Media Entities, INF-0-0-MED-IC-EADV ..... $????
- Milwaukee Area Technical College, GEN-0-I-GQ4-CI-ECTS $125,000

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 and waive Administrative Policy 3.09, Purchasing and Bidding Requirements, in regard to Community Engagement media buys.

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

* * * * *

(Item 7) 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 authorizing the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2013-14 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 Family and 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 2014-15 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases.

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 Family and Student Services' budget.

Implementation and Assessment Plan

The Administration has solicited potential Independent Hearing Officers from various civic, community, and professional organizations. In addition, retired MPS educators will also be eligible to serve as Independent Hearing Officers. The Administration will provide to the Board the names of the Independent Hearing Officers once the list is finalized.

It is projected that, through the implementation of the District's behavioral reassignment option, the number of student expulsions will decrease.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolution:

RESOLVED, That for the 2014-2015 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.

FURTHER RESOLVED, That, the same due process procedures as were used in 2013-2014 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 consider providing educational services to expelled students at a MPS alternative/partnership school.

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Family and Student Services in the manner described herein.

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

* * * * *

(Item 8) Action on a Request to Carry Over FY14 Traditional, Instrumentality Charter and Partnership School Surpluses and Deficits to FY15

Background

An overall school deficit balance occurs when total expenditures exceed the total, to-date authorized funding amount. School spending is tracked monthly by the school leader and the Administration. Staff is alerted to potential problems and where warranted controls to limit school spending are put in place to mitigate risk.

Cutting spending generally will prevent or eliminate budget deficits. In extreme cases, an overall deficit cannot be resolved through rebudgeting and, instead, is addressed based on the cause of the deficit and other relevant circumstances over an extended period of time.

The number of schools in a deficit position at the end of FY14 declined by 31% (from 51 schools in FY13 to 35 schools in FY14) and the average deficit amount per school declined by approximately $17,000 (from ($70,000) in FY13 to ($53,000) in FY14). School surpluses dropped on average by approximately $16,000. Improved fiscal oversight along with the change in the FY14 school funding formula that adjusted schools' per-pupil weighting contributed to these improved results.

Administrative Policy 3.05 provides for the automatic carryover of school deficits. However, automatic carryovers of surpluses are limited to school balances only, and these carryovers are limited to a single-year surplus of 1.5% of a school's budget, with a maximum multi-year accumulation of 3%.

As carryovers draw from fund balance, Administrative Policy 3.03(2) requires a two-thirds majority vote for the Board's approval of carryovers.

Although Administrative Policy 3.05 provides for automatic carryover of funds, Chapter 65 of the Wisconsin Statutes requires that the Board approve the appropriation of these funds for subsequent year expenditures.

Fiscal Impact Statement

Approval of the schools' automatic carryovers will use $860,453 of the FY15 school operations fund balance as detailed in Attachment 1.

Funds will be carried forward to FY15 budgets upon the Board's approval.

Implementation and Assessment Plan

The Administration continues to support school financial management in several ways. Tools include ongoing professional development opportunities, financial management tools and online resources, monthly expenditure reports, budget balance analysis and feedback.

Each school with a deficit greater than 2% of their budget receives greater scrutiny and support to ensure an improvement in its financial results. The Regional Director of School Support must sign off on all school expenditures in these eight schools.

All school balances are monitored by both School Administration and Finance staff monthly. The Offices of Finance and School Administration will continue to implement technical assistance and accountability plans for all schools. Monthly drop-in sessions are held for each region to provide additional help as needed and of course, central staff will be available by phone or email at any time.

Committee's Recommendation

For schools with a surplus greater than the automatic carryover, your Committee is recommending that the Board allow the remaining excess surplus to flow to the undesignated fund balance for future contingencies. This is consistent with Board practice since FY08.

In accordance with the City Attorney's opinion, for the schools with a surplus greater than the automatic carryover, your Committee is recommending that the Board allow the remaining excess surplus to flow to the undesignated fund balance for future contingencies. This is consistent with Board practice since FY08.

In accordance with Wis. Stat. §65.06, your Committee is requesting that the Board authorize FY15 expenditure appropriations for the carryover of FY14 school automatic carryover. The net amount to be carried over is $860,453 as detailed in Attachment 1 to the minutes of your Committee's meeting.

Director Miller moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

* * * * *

(Item 9) 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 Officer (SRO) Model for the 2014-2015 School Year

Background

Since January 2007, the Milwaukee Board of School Directors has approved SRO intergovernmental agreements each year between Milwaukee Public Schools and the Milwaukee Police Department.

The SRO program will continue, as in the school year 2013-2014, where SROs will not be stationed at any particular school so as to reach more schools with a proactive approach of mentoring students.

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 to pay for half of the total costs.

Fiscal Impact Statement

This item authorizes expenditures. The cost to implement this model per school year is not to exceed $471,000. The funds are in OGA-0-0-SST-DW-ECTS (School Safety-Contracted Services).

In addition, the agreement allows for the termination of the agreement by either party for convenience upon ninety (90) days written notice to the other party.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to continue the School Resource Officer (SRO) Model for the 2014-2015 school year, as outlined 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 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 to Milwaukee Public Schools for the 2014-2015 School Year

Background

In 2005-06, the Administration collaborated with the Chief of Police to provide a police presence at the high schools between 3:00 and 4:30 p.m. Because of the success of this arrangement, the Administration recommends continuation of this model in the best interests of safety for MPS students and staff.

Due to many safety concerns, Milwaukee Police are requested to provide dedicated patrol and presence at school-related events ranging from dismissal, social/sports events, outsiders gathering, etc.

For the past several years, the Milwaukee Board of School Directors has approved this intergovernmental agreement for this partnership between MPS and the Milwaukee Police Department.

For each semester, the Director of School Safety for MPS and the Milwaukee Police Department will mutually determine the schools that would benefit from the patrols. 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 two on-duty officers to patrol each of the areas surrounding the identified schools, or inside the school as determined. The MPS Director of School Safety and MPD designee may, from time-to-time, mutually agree that one on–duty officer or bicycle or motorcycle officer(s) are acceptable.

Marked MPD squads shall patrol the defined areas during the hours designated and agreed upon between MPS Administration and MPD designee.

Fiscal Impact Statement

This item authorizes expenditures up to $60,000. Funds for this expenditure are budgeted in account OGA-0-0-SST-DW-ECTS (School Safety — Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to provide law enforcement services to the Milwaukee Public Schools during the 2014-2015 school year as outlined 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 Resolution 1415R-007 by Director Larry Miller Regarding Healthcare Delivery Options

Background

At the June 19, 2013, Board meeting, Resolution 1415-007 by Director Larry Miller was referred to the Committee on Accountability, Finance and Personnel:

Resolution 1415R-007

WHEREAS, Milwaukee Public Schools has a longstanding tradition of offering healthcare benefits to its employees; and

WHEREAS, As the needs of MPS have grown, the fiscal resources supporting these needs have continued to diminish; and

WHEREAS, MPS seeks to maintain the provision of healthcare benefits to its employees, but is faced with the challenge of developing alternative healthcare-delivery options that align with current budgetary constraints; and

WHEREAS, Healthcare services is a highly regulated indutry, with multiple layers of options that coincide with an employee's receipt of benefits; and

WHEREAS, Shifts in healthcare regulations have resulted in communication deficiencies between MPS employees and the various MPS offices in charge of administering healthcare services; and

WHEREAS, MPS must take steps to ensure that its employees continue to receive healthcare options, at a sustainable cost, and are equipped with the requisite knowldege regarding benefit administration and service-delivery alternatives; now, therefore, be it

RESOLVED, That a communication system be developed for the provision of healthcare benefits and services that both reaches all district employees and positions employees to access and receive the necessary support in navigating through their healthcare issues: and be it

FURTHER RESOLVED, That an inter-district committee be created that will welcome ideas from all district personnel as well as key stakeholders regarding healthcare options and savings mechanisms; and be it

FURTHER RESOLVED, That existing resources from the Office of Accountability and Efficiency, the Office of Human Capital, and the Research and Development Department within the Office of School Innovation be utilized to collaboratively define and implement a process and create tools to garner feedback on healthcare matters as well as carry forward the tenets of this Resolution using a committee structure; and be it

FURTHER RESOLVED, That a healthcare-delivery proposal be developed that incorporates the vision and meets the needs of a cross-section of district employees, which is to be brought forward for presentation to and approval by the Board no later than the April 2015 Board cycle; and be it

FURTHER RESOLVED, That by virtue of approval of this Resolution, the Board shall effectively hold consideration of any future or impending Board Items related to the creation and/or delivery of healthcare options until such time when the Board has received and considered the healthcare-delivery proposal outlined herein.

The Resolution provides guidance on the development of healthcare options to be brought back to the Board no later than April 2015.

Working with the Board's healthcare consultant, Willis of Wisconsin, LLC, an Administration task force has worked to develop options regarding healthcare proposals for implementation to be effective January 1, 2015.

The Administration, beginning in March 2014, worked to engage key stakeholders by presenting to employee focus groups and working with an inter-district committee representing a cross section of district employees to review these recommendations and formulate alternate proposals that would best serve the needs of the MPS community.

In the informational Board item presented at the August 14, 2014, meeting, the Administration is bringing forward the recommendations that have been developed through a process consistent with Resolution 1415R-007 and which, if brought forward in September 2014, can be implemented for January 1, 2015.

The ongoing work of the Administration is consistent with the recommendations of Director Miller's motion, as amended, and the Administration supports adoption of the proposed motion.

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

The Office of Human Capital will continue to work through the existing healthcare committee and work in concert with the Office of Accountability and the Research and Development Department to implement the additional items contained in the resolution.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-007 by Director Larry Miller, regarding Healthcare Delivery Options, as amended below:

RESOLVED, That a communication system be developed for the provision of healthcare benefits and services that both reaches all district employees and positions employees to access and receive the necessary support in navigating through their healthcare issues: and be it

FURTHER RESOLVED, That an inter-district committee be created that will welcome ideas from all district personnel as well as key stakeholders regarding healthcare options and savings mechanisms; and be it

FURTHER RESOLVED, That existing resources from the Office of Accountability and Efficiency, the Office of Human Capital, and the Research and Development Department within the Office of School Innovation be utilized to collaboratively define and implement a process and create tools to garner feedback on healthcare matters as well as carry forward the tenets of this Resolution using a committee structure; and be it

FURTHER RESOLVED, That a healthcare-delivery proposal be developed that incorporates the vision and meets the needs of a cross-section of district employees, which is to be brought forward for presentation to and approval by the Board no later than the April 2015 Board cycle; and be it

~~FURTHER RESOLVED, That by virtue of approval of this Resolution, the Board shall effectively hold consideration of any future or impending Board Items related to the creation and/or delivery of healthcare options until such time when the Board has received and considered the healthcare delivery proposal outlined herein.~~

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

* * * * *

(Item 12) Report and Possible Action on Potential Healthcare Redesign Strategies

Background

This informational item summarizes the ongoing work of the Administration's health care working group in conjunction with the Board's health care consultants, Willis of Wisconsin, LLC. The information presented in this item incorporates feedback that was solicited by the Administration from an ongoing health care committee, comprised of representatives from a cross section of employees and prior focus groups conducted by the Administration.

Fiscal Impact Statement

Does not authorize expenditures.

Committee's Report

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

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NEW BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the report from the Board's delegate to the Milwaukee Education Partnership (MEP).

* * * * *

(Item 2) Monthly Report of the President of the Board

Background

During the months of July and August 2014, the President's activities included:

1. meeting with Dr. Driver, Acting Superintendent, on numerous MPS issues;
2. meeting with Henry Tyson of St. Marcus to discuss a variety of issues;
3. meeting with State Senator Luther Olson on various educational issues;
4. meeting or having discussions with numerous alderpersons regarding issues impacting on on MPS;

5. meeting with State Senator Paul Farrow on issues impacting on MPS;
6. meeting with Mayor Barrett on issues impacting on MPS;
7. meeting with OBG on numerous issues impacting on MPS;
8. meeting with UWM Interim Chancellor and UWM Interim Dean regarding issues impacting on both MPS and UWM and possible partnerships;
9. being elected Chairperson of the Milwaukee Education Partnership (MEP)
10. meeting with numerous board members on issues impacting on MPS;
11. meeting with community-based organizations to discuss issues impacting on MPS;
12. holding a fundraiser at Dave Barllett Art Gallery
13. meeting with Mrs. Mary Burke, Democratic candidate for Wisconsin Governor, to discuss education issues; and
14. attending GE Conference (Business Partners) in Orlando, Florida.

* * * * *

RESOLUTIONS

Resolution 1415R-010

By Director Falk

WHEREAS, When a student is expelled from any public school in Wisconsin, that student, if under the age of 21, is still legally compelled to seek some sort of educational services per Wisconsin Statute 118.51; and

WHEREAS, Wisconsin Statute 120.13(1)(f) allows public schools in Wisconsin to withhold admittance to any student who is currently expelled; and

WHEREAS, Students who are expelled must then look to other services such as private schools, online schools, or home schooling; and

WHEREAS, Some parents are not able to afford the cost of sending their students to a private school; and

WHEREAS, There is no way for MPS to ensure that an online school is providing a student with a sufficient education; and

WHEREAS, Some parents do not have the time to administer home schooling to an expelled student; and

WHEREAS, The lack of affordable and accessible educational services for an expelled students may result in that student receiving no educational services during his or her expulsion; and

WHEREAS, Studies by the Advancement Project have shown that students who are shut out of educational services may begin to develop both a distrust of adults and an unhealthy feeling against justice and fairness, potentially leading to repeated instances of the behavior that resulted in the expulsion (see The Advancement Project, Opportunities Suspended: The Devastating Consequences of Zero-Tolerance and School Discipline (2000), available at:

http://b.3cdn.net/advancement/8d91c72205a1b9d955_ujm6bhguv.pdf); and

WHEREAS, The Wisconsin Department of Public Instruction (DPI) supports the extension of educational services to expelled students; and

WHEREAS, In order to motivate schools to extend educational services to expelled students, the DPI has instituted a policy that allows a school district to include expelled students in its Third-Friday counts when that school district is providing educational services to the included expelled students; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instructs the Administration to develop a plan to offer educational services to all MPS students who are expelled.

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

Resolution 1415R-011

By Director Falk

WHEREAS, Public schools are often the locus of education within communities; and

WHEREAS, Public schools are public buildings, funded by public tax dollars, and as such should be available for public use whenever possible; and

WHEREAS, Public schools serve as a visible presence of government and democracy at a local, community level; and

WHEREAS, As a nexus of local democracy, public schools should be utilized to facilitate democratic action; and

WHEREAS, By serving as a form of active democracy on a local level, the public school system is in a unique position to use its administrative rules and protocols to facilitate fair and informative elections; and

WHEREAS, As a neutral, democratic, institution, public schools can ensure that forums are conducted in a neutral and fair manner; and

WHEREAS, Public schools should strive to not only educate their students, but to educate the community as a whole; and

WHEREAS, Local community members are more likely to participate and be engaged in forums regarding elections when those forums are held as close to the day of the election as possible; now therefore be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to revise Administrative Procedure 5.02(3)(d)(7) to remove the provision which states, "[n]o permits shall be granted for political public forum meetings to be held within two weeks prior to a primary or election. "

Referred to the Committee on Legislation, Rules and Policies

The Board next took up the third communication from the Acting Superintendent, consideration of which was postponed from earlier in the meeting:

(Item C) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Property Located at 2431 S. 10th Street, 5775 N. 76th Street, 2769 N. 1st Street, and 921 W. Meinecke.

In accordance with notice previously given, Director Holman moved that the Board retire to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of discussing strategies regarding the potential sale or lease of district property located at 2431 S. 10th Street, 5775 N. 76th Street, 2769 N. 1st Street, and 921 W. Meinecke.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

The Board retired to executive session at 8:04 PM.

The Board adjourned from executive session at 8:38 PM.

I. MELLI WICKLIFF
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 21, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 8:45 PM.

Present—Directors Falk, Holman, Joseph (8:55 PM), Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The Board Information Officer read the following call of the meeting:

August 14, 2014

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 7:00 p.m. *(or immediately following the regular monthly meeting of the Board of School Directors scheduled to begin at 6:30 p.m.)* on Thursday, August 21, 2014, in Room 103 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of holding a worksession to discuss and possibly to take action on the following:

1. a superintendent job description, candidate profile, and selection criteria;
2. the position posting, including salary range and application materials;
3. a potential community/stakeholder interview group input process;
4. the superintendent search timeline; and
5. marketing and recruitment strategies.

LYNNE A. SOBCZAK
Board Clerk

The Board proceeded to conduct a worksession as specified in the notice above.

The Board adjourned at 10:04 PM.

I. MELLI WICKLIFF
Board Information Officer

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 18, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:31 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence (6:43 PM), Woodward, Zautke, and President Bonds—9.

Absent—None.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award — Alethia Tilford

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:

Alethia Tilford
MPS Student
Ronald Reagan IB High School

The MPS Office of the Superintendent was notified via a letter from State Superintendent Tony Evers that Ms. Alethia Tilford, a senior at Ronald Reagan IB High School, had been elected by more than 700 of her peers at Badger Girls State to be the 2014 Badger Girls State Superintendent of Public Instruction. This is a great honor and responsibility to serve as the student counterpart to Dr. Evers. Having been elected to this position by her peers from throughout Wisconsin, Alethia has been invited by Dr. Evers to participate in the annual State of Education Address to take place on September 25 at the State Capitol.

Ms. Tilford is an excellent student athlete who is involved in a variety of activities at her school and within the community. At Reagan, she participates in student government and Huskies on Track and is on the volleyball, softball, and basketball teams. This is a school-based program through which the seniors mentor and support the incoming freshman during their first year. She also volunteers countless hours for all school events that take place on weeknights and weekends at Reagan.

Ms. Tilford's community-based involvement includes being an active member of the Boys and Girls Club and participating in GEAR UP.

Ms Tilford, a Stein Scholar who will be applying to Marquette University, Carlton College, UW-Stevens Point, and Northwestern University, hopes to study communications with a minor in Spanish, as she greatly values her bilingual capabilities.

Ms. Tilford has many personal characteristics that have served her well during her K-12 education in Milwaukee Public Schools. When she learned about an opportunity for international travel during her

freshman year at Reagan, she saw a great opportunity to learn about and experience Germany. It took her three years to personally fundraise the entire cost of the trip. This represents her persistence, personal responsibility, and the high value that she places on opportunities to learn beyond the classroom.

The Milwaukee Board of School Directors and the entire school community recognize Alethia Tilford for her dedication, outstanding leadership, and commitment to excellence.

* * * * *

(Item B) Action on a Proclamation in Recognition of Lynne A. Sobczak on Her Upcoming Retirement as Board Clerk/Director, Office of Board Governance

Background

After 30 years of dedicated service to the students, parents, and staff of the Milwaukee Public Schools — the last 12 of them as Board Clerk/Director, Office of Board Governance — Mrs. Lynne A. Sobczak will be retiring on October 17, 2014.

The following Proclamation in honor of Mrs. Sobczak's retirement and in appreciation for her many years of dedication to MPS is being presented for the Board's consideration.

Proclamation

Whereas, Lynne A. Sobczak has faithfully served the Board of School Directors and the Milwaukee Public Schools since 1984, when she began her career with the Milwaukee Public Schools as a teacher at Christopher Latham Sholes Middle School; and

Whereas, Lynne A. Sobczak also served as a learning coordinator and guidance counselor at Alexander Graham Bell Middle School; and

Whereas, Lynne A. Sobczak first joined the Office of Board Governance as a Board Staff Assistant in 1998, then in 1999 became the Board Information Officer; and

Whereas, Among her many other duties as both the Board Staff Assistant and the Board Information Officer, Lynne A. Sobczak was the Board's Charter School Designee, in which capacity her dedication, integrity, and hard work earned her the trust, respect, and confidence of those involved in developing and operating MPS charter schools and led to her service on the Wisconsin State Charter Team and her participation in federal and state charter grant reviews; and

Whereas, The Board appointed Lynne A. Sobczak to her current position, Board Clerk/Director, Office of Board Governance, in 2002; and

Whereas, In addition to her regular duties as Board Clerk/Director, Office of Board Governance, Lynne A. Sobczak has served as the District's Special Education Ombudsman; and

Whereas, Lynne A. Sobczak assisted the Board in the development of the Office of Accountability, later the Office of Accountability and Efficiency, which was initially established under the aegis of the Office of Board Governance; and

Whereas, Lynne A. Sobczak has faithfully executed the duties and responsibilities of her office with the highest level of professionalism, and her assistance to the Board has been critical to the Board's fulfilling its statutory duties; and

Whereas, Lynne A. Sobczak has provided good counsel to all Board members and has been a trusted and respected advisor to the Board; and

Whereas, Lynne A. Sobczak is now retiring after 30 years of devoted service to the Milwaukee Public Schools; and

Whereas, The Board wishes to thank Lynne A. Sobczak for her many years of outstanding and dedicated service and to extend its best wishes to her for a well-earned retirement; now, therefore, be it

Resolved, That the Board of School Directors extend its sincere appreciation to Lynne A. Sobczak for her years of dedicated service to the Milwaukee Public Schools; 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 President to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to Lynne A. Sobczak in tribute to her record of dedicated public service to the citizens of Milwaukee, to the boys and girls in the public schools, and to the Board of School Directors.

Adopted by consensus.

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APPROVAL OF MINUTES

The minutes of the Board's regular and special meetings of August 16 and 21 2014, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Acting Superintendent of Schools: Monthly Report

Office of the
Acting Superintendent of Schools

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS

This report is designed to provide the Milwaukee Board of School Directors and the MPS community an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late August and early September follow.

We celebrated the first day for schools on the traditional calendar at the Thurston Woods Campus with an early morning bell ringing to walk the students to school. President Bonds, Director Falk, Director Sain, Director Spence, Governor Walker, Mayor Barrett and Superintendent Evers joined us as well. Central employees also spent the day in schools helping as needed to support a smooth and seamless school opening across the city.

I visited 13 schools during the first week of school: Dr. Martin Luther King, Jr., Cass Street, Lincoln Center of the Arts, Thurston Woods Campus, Washington High School, Clemens Elementary, Obama School of Career and Technical Education, Audubon Technology and Communication Center, Lincoln Avenue, Hawley Environmental Science, Milwaukee Spanish Immersion, Starms Discovery Learning

Center and Auer Avenue Elementary. It is my hope to visit all of our schools this year. Our students are full of enthusiasm and come to us every day with unlimited potential. We are working hard to ensure each of our students reaches the pinnacle of their potential while students in Milwaukee Public Schools. Special thanks to the Board for helping us launch the traditional school opening and troubleshooting issues as they arise.

August 21 marked the twenty-year anniversary for the GE Service Day in MPS. GE employees have been so generous with the time and talents and have been to over 80 MPS schools over the years helping to prepare for the start of school. Some highlights from this year include landscaping in front of 81st Street School and a Peace Garden at Lloyd Barbee. On the same afternoon, GE hosted a celebration for all of the volunteers at Miller Park. We are also having discussions with GE relative to expanding the GE Foundation grant to include an emphasis on STEM.

There have been many school supply drives conducted during August and early September thanks to our many generous partners. They include but are not limited to Office Depot's Sack Pack Giveaway; the Salvation Army's Back Pack Give Away; and the Feeding America, Sendik's and Fox 6 backpack distribution. We are so thankful to our many generous donors that have gone the extra mile to ensure our students have the supplies they need to start the school year on a positive note.

Since last month's report, important district trainings have taken place such as the New Educator Institute, the Parent Coordinators' Institute and the PTA Officer Training. Retired Colonel Consuelo Kickbusch gave the keynote address to the Parent Coordinators and all of those in attendance, including the Parent Information Specialists, received the new MPS Customer Service training delivered by Kellie Sigh, a member of the Customer Service Bureau. This is going to be an exciting school year with a parent coordinator in every school. We anticipate increased parental involvement and positive home/school engagement.

Members of the Administration meet daily to monitor school opening concerns such as transportation, food service and enrollment. We are making every effort possible to make sure schools and families have what they need to start the school year. We are also reaching out to families as needed to make certain all students are in school every day.

Alderman Hamilton and Mayor Barrett are co-chairs of the City of Milwaukee Black Male Achievement Council. We were invited by them to share our district-wide initiatives, which address the needs of African American male students in our comprehensive high schools. We shared this information with various aldermen, city-wide officials and visitors from the National League of Cities and My Brother's Keeper Initiative.

Our planning efforts relative to the Council of the Great City Schools conference are ramping up daily thanks to Ann Terrell's leadership! From my vantage point we are poised to showcase our district and our city when leaders from across the country converge on our fair city in October.

We are in the process of creating the District Multilingual/Multicultural Advisory Committee (DMAC) that will begin meeting this month. The committee will be comprised of principals, teachers, parents, instructional assistants and community members. The DMAC will provide ongoing recommendations on issues relating to the implementation of standards, instruction and program design for our language learners. The 2014-15 school year has 6,791 students in the bilingual programs and 4,899 students in the ESL program. We feature bilingual programs in over 22 of our schools.

District leadership continues to build capacity through our management intern program. The district currently has six management interns and I meet with them regularly to discuss the projects they are working on, offer suggestions and learn more about their professional qualifications so as to connect them with potential long-term employment opportunities in the district.

Milwaukee Public Schools is participating in the Community Eligibility Program, which now allows all students – regardless of income – to receive breakfast and lunch at no charge. The district still collected income information from families this month to assist us as we apply for grants and for other projects.

We are off to a strong start and I anticipate that this will be a great year for MPS.

Dr. Darienne Driver,
Acting Superintendent

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(Item B) Action on a Request for a Closed Session to Discuss Strategies Regarding an Update and Potential Action on Property Located at 2760 N. First Street, Milwaukee, Wisconsin

The Administration requests a closed session for the purpose of discussing strategies regarding an update and potential action on the property located at 2760 N. First Street, Milwaukee, Wisconsin.

This request is made pursuant to Wisconsin Statutes:

1) Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and

2) Section 19.85(1)(g) which allows a governing body to go into closed session for the purpose of conferring with legal counsel.

The Board may reconvene in open session to take action on matters considered in executive session, including a proposed assignment and assumption agreement between MPS and the developer, and/or to continue with the remainder of its agenda; otherwise the Board will adjourn from executive session.

Administration's Recommendation

The Administration recommends that the Board retire to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), and Section 19.85(1)(g) for the purpose of discussing strategies regarding an update and potential action on the property located at 2760 N. First Street, Milwaukee, Wisconsin.

By consensus, consideration was postponed until the end of the meeting.

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COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Possible Action on the Rescheduling of the Special Meeting of the Board Tentatively Scheduled for October 23, 2014

To the Milwaukee Board of School Directors:

The budgets for Fiscal Year 2015 School Operations, Extension, and Construction Funds as finalized and adopted by the Milwaukee Board of School Directors are to be transmitted to the Common Council of the City of Milwaukee prior to the adoption of the City's budget in November 2014.

At its regular meeting on January 9, 2014, the Board adopted a timetable for the FY15 budget process. This timetable set October 23, 2014, as the date on which the Board is to finalize the FY15 budget and transmit any changes to the Milwaukee Common Council.

This year, the Milwaukee Public Schools has the honor of hosting the Council of Great City Schools' 58th Annual Fall Conference, which runs from October 22 through October 26, 2014. In light of the time

and resources which the District has to devote to ensuring that this conference will be a success, the Board may wish to reschedule its special meeting to another date in October or to consider the adoption of the final MPS FY15 budget at its regular monthly meeting scheduled for October 30, 2014.

A copy of the current tentative October 2014 Board calendar has been provided under separate cover for the Board's reference.

Lynne A. Sobczak,
Board Clerk/Director, Office of Board Governance

Director Holman moved to move the Special Board Meeting previously scheduled for October 23, 2014, and combine it with the October 30, 2014 agenda.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Joseph.

* * * * *

(Item B) Possible Action to Fill the Upcoming Vacancy in the Position of Board Clerk/Director, Office of Board Governance

To the Milwaukee Board of School Directors:

The position of Board Clerk/Director, Office of Board Governance, will become vacant with the October 17, 2014, retirement of the incumbent, Mrs. Lynne A. Sobczak. The Board may wish to appoint someone to fill the position of Director, Office of Board Governance, to be effective upon the retirement of Mrs. Sobczak.

State statutes require that the Board have a clerk appointed at all times.

The Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider 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 executive session and/or to continue with the remainder of its agenda.

Lynne A. Sobczak,
Board Clerk/Director, Office of Board Governance

By consensus, consideration was postponed until the end of the meeting.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of he following items:

Report of the Student Achievement and School Innovation Committee, Item 4, Action on Bilingual Education; and
Report of the Accountability, Finance and Personnel Committee, Item 5, Action on Prevailing Wages.

Director Holman left at 9:12 PM.

On the motion of Director Spence, the balance of the reports of the Standing Committees was approved, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Enter into Contracts for the Partnership for the Arts and Humanities

Background

The Partnership for the Arts (since the 2006-2007 school year) and Humanities (since the 2010-2011 school year) has served as a unique resource for local arts- and humanities-based organizations and schools interested in partnering to design afterschool and summer arts and humanities programs that serve students and the community. Since 2006, over 73 different partner organizations have served an average of 31,000 youth annually.

Through a dollar-for-dollar matching requirement, the Partnership for the Arts and Humanities encourages partner organizations and schools to seek out additional resources that can also be used during the regular school day. The matching requirement doubles the resources for arts and humanities opportunities and builds a network of partnerships among schools, community organizations, and the philanthropic community.

The goals for the MPS Partnership for the Arts and Humanities are to:

- increase access to arts- and humanities-related experiences;
- strengthen existing and establish new community partnerships; and
- build the collective capacity of community-based partners to effectively serve children, youth and families.

The Administration established and communicated the 2014-15 application guidelines and eligibility criteria to schools, community organizations, and individuals via Thursday Updates, local listservs, newsletters, a Constant Contact e-mail service, and an informational meeting. Information was also accessible online at http://www.MilwaukeeRecreation.net/ArtsAndHumanities.

After a rigorous application process, 47 proposals were received. The funding requests ranged in size from $4,836 up to $100,000 (the maximum allowable). A review panel comprising seven MPS District staff and community members with expertise in the arts, humanities, education, youth work, afterschool programming, and program evaluation reviewed proposals based on a detailed rubric created in collaboration with the University of Wisconsin-Milwaukee's Center for Urban Initiatives and Research (CUIR).

40 projects (including four new organizations) are being recommended for funding totaling $1,428,464. An estimated 42,979 children will be served.

Organizations contracted through the Partnership for the Arts and Humanities will also be eligible to submit proposals in January 2015 to the MPS Arts Internship program. If approved, applicant organizations will receive supplementary contracts through the MPS Arts Internship Program (in varying amounts not to exceed $10,000) which will provide support to enable them to host and provide training and mentorship for paid high-school interns for the spring and summer of 2015.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement.

Fiscal Impact Statement

This item authorizes expenditures in the amount of $1,428,464 to support arts and humanities educational programs to be implemented outside the regular school day during the 2014-15 school year and summer of 2015. The funds are available in budget code CSV-0-0-ART-DW-ECTS Contract Services — Extension Fund. Although contracts extend into Summer 2015, all contracts are budgeted in FY15. Supplementary contracts for the Arts Internship Program will come from a separate budget: CSV-0-0-ETL-DW-ECTS Contract Services — Extension Fund.

Committee's Recommendation

Your Committee recommends that the Board approve the request to enter into contracts for the Partnership for the Arts and Humanities contracts with the agencies that have secured the dollar-for-dollar matching requirement and for the amounts listed 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 2) Report and Possible Action on District Parental 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

Milwaukee Public Schools is committed to increasing parental engagement throughout the district, and the Office of Family and Student Services will continue to assist schools with resources to:

- guide parental-engagement strategies and activities
- guide parents who are interested in helping with parental engagement at their children's schools
- provide tips for helping to increase student achievement and to support children at home.

Activities to promote parental engagement during the summer months of 2014 include, and but not limited to:

Partnerships

MPS partners with many organizations on prevention, intervention, and family-engagement activities. Some of the highlights from our partnerships include 2,087 participants (761 families) in family literacy activities and increased communication through face-to-face interaction, Alert Now messaging, paper communications, and phone calls:

- 968 phone calls
- 16,271 written communications
- 1,392 face-to-face interactions

In addition, 901 home visits occurred, during which 243 families and 273 children received in-home instruction on reading strategies. To increase communication efforts with families, the services of over 216 volunteers were garnered to accomplish these tasks.

PTA

PTA (Parent Teacher Association) uses its district-wide parent network to attract parents. Awareness of local PTA activities and opportunities for participation is communicated through newsletters and unit members. All units received a newsletter, and a parent newsletter was sent to all PTA members. In addition, all PTA members receive information through the Wisconsin PTA Convention packets.

On August 23, 2014, the PTA hosted a PTA officer training to prepare parent leaders for recruitment in school-based activities. The PTA representative has also been actively involved with Milwaukee Succeeds and its Parent Engagement Network work group, which includes attending parent coordinator meetings and helping create a toolkit for parent coordinators.

PTA is planning a Parent and Community Resource Fair to be offered at each district Parent Center and aims to increase membership by 20% in the 2014-2015 school year.

Milwaukee Police Department

466 parents or guardians accompanied 1,212 children to the STOP (Students Talking It over with Police) Back-to-School Bash. In addition to the relationship-building activities, students aged 12-17 were given backpacks, new clothing, school supplies, vision screenings, and immunizations and were offered other fun activities.

Parent/Parent Coordinator Professional Development

From August 19 through 21, 2014, district Parent Coordinators were engaged in a three-day training that identified district-level supports and requirements for the newly focused position.

To further enhance our parent leadership initiative, information on the training sessions is attached to the minutes of your Committee's meeting.

In addition, Milwaukee Achievers continued to offer GED training and tutoring in the North Division District Parent Center.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement.

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(Item 3) Report and Possible Action on Southwest Regional Showcase

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

Background

The Southwest Region school leaders are charged with providing higher levels of collaboration with all stakeholders; therefore, school leaders have organized several events during the months of August and

September that engage parents, families, and the community. The schedule of events attached to the minutes of your Committee's meeting serves as a means of communicating this message and inviting district officials to take part in the events. Our leaders are enthusiastic about the opportunity to involve families and community members, as quality community partnerships add value to our operations.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement.

Fiscal Impact Statement

No fiscal impact.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 1415R-002 By Directors Miller and Joseph Regarding Structured and Creative Play for Students in Grades K4-2

Background

At its meeting on April 24, 2014, the Board referred Resolution 1415R-002 by Directors Miller and Joseph to the Committee on Student Achievement and School Innovation:

Resolution 1415R-002

by Directors Larry Miller and Tatiana Joseph

WHEREAS, Our nation's school systems have been spending growing amounts of time, money, and energy on high-stakes standardized testing, students' performance on which is used to make major decisions affecting individual students, educators, and schools; and

WHEREAS, Early childhood education and assessment must be based on sound policies drawn from the tenets of developmentally appropriate practice that inform classroom instruction and provide valid results; and

WHEREAS, Research suggests that a continually increasing amount of time in early childhood classrooms is being spent on standardized testing, test preparation, and direct instruction of isolated skills; and

WHEREAS, Research clearly shows that play is important and critical in a child's early development; and

WHEREAS, The culture and structure of the systems in which students learn must improve in order to foster engaging school experiences that promote joy in learning, depth of thought, and breadth of knowledge in students; and

WHEREAS, Important research shows that children who engage in complex forms of socio-dramatic play have greater language skills than do non-players; and

WHEREAS, A variety of types of play contribute to a child's development, including make-believe, sensor, language, construction, large and small motor, and mastery; and

WHEREAS, Integration of time spent in early grades on the arts, music, practicing social skills, and play are valuable to holistic development; and

WHEREAS, Children spend most classroom time on the development of literacy and math skills — with teachers "teaching to the test" because of necessity — instead of on exploration, discovery, kinesthetic development, and creative play; and

WHEREAS, Early childhood classrooms need a balance of experiential learning and play, including child-initiated play in the presence of engaged teachers; now, therefore, be it

RESOLVED, That all K4 through 2nd-grade MPS teachers and schools implement a policy of 40 minutes of classroom play each day; and be it

FURTHER RESOLVED, That play include both structured play and "free" play, at the teacher's discretion; and be it

FURTHER RESOLVED, That teachers be provided with professional development, mentoring, and other support for establishing creative play in early childhood classrooms; and be it

FURTHER RESOLVED, That the district, school communities, and teachers shall communicate with parents about the importance of creative play and ways to support it at home and in the community.

At its meeting on May 27, 2014, the Committee held this item pending the report of the Early Childhood Task Force in July.

The Administration supports the overall intent of the resolution. Regarding implementing a policy of 40 minutes of daily classroom play, the district is collaborating with the Early Childhood Taskforce to embed all guiding principles articulated in the Wisconsin Model Early Learning Standards (WMELS) into practice in the early childhood classroom. The district has long recognized the medium of play as a critical practice to be incorporated in the scope of educational programming for students PreK–K5, furthering development in early literacy and numeracy skills. Early childhood classrooms schedule specific time for play through free choice. In addition, the Comprehensive Literacy and the Comprehensive Mathematics and Science Plans (grades PreK and K) identify play as a universal expectation and offer guidance on design and execution.

A major task of the Early Childhood Taskforce is development of a handbook that will provide guidance for classroom practitioners on the importance of play, grounded in research, and contextualized under the auspices of the Comprehensive Literacy and Comprehensive Mathematics and Science Plans, with practical applications for early childhood classrooms. Release of the handbook and accompanying professional development is expected in the next several months.

Theories of child development and learning have influenced discussions of school readiness and the development of standards, including the WMELS. Constructivism, in particular, has been a leading influence in what is known today as best practices in early childhood development and learning. Constructivists view young children as active participants in the learning process and believe that they should initiate most of the activities required for learning and development. A marker of school readiness is the ability of children to initiate authentic active interactions with the environment and people that are necessary for learning and development. This can only be accomplished through the release of learning responsibility from practitioners to learners.

The WMELS stresses the importance of creating a balance of child-initiated and teacher-initiated activities, with children taking a leading role through the gradual release of learning responsibilities as

illustrated in WMELS Guiding Principle #8: Children learn through play and the active exploration of their environment. The Wisconsin Model Early Learning 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. Teachers and families can best guide learning by providing these opportunities in natural, authentic contexts. Positive relationships help children gain the benefits of instructional experiences and resources

The district remains committed to the ongoing professional development of instructional staff in the WMELS and its guiding principles, including but not limited to play. To date, 250 teachers have received WMELS training through the cohort design of ongoing, job-embedded professional development. There will be opportunities for additional cohorts of training. In addition, the Early Childhood practices handbook will serve as a guide and resource to practitioners. Release of the handbook and accompanying professional development is expected in the next several months.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that, in lieu of adopting the resolution, the Board direct the Administration to continue its current efforts to address structured and creative play in grades K4-2.

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 Commitment Schools/Low-Performing 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

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. Forty-eight schools have been identified by the state as Fails to Meet Expectations, and of those 48, 25 have been persistently low-performing.

The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

All 48 schools that have been identified by the state as Fails to Meet Expectations should anticipate receiving instructional support, professional development, and operational assistance from the Office of Innovation to support school improvement during the FY15 school year.

The Commitment School Central Office team focused its time on school opening at the Commitment Schools, and each member was asked to champion at least one school this year.

George Washington Carver School of Mathematics and Science is one of the district's Commitment Schools. The principal of this K-8 school is Ms. Janel Hawkins. The PowerPoint document attached to the minutes of your Committee's meeting provides a visual for this evening's presentation of this school's grant focus.

Additional supports will be planned by the Office of Innovation as needs are identified specific to instructional support, professional development, and operational assistance.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) Report and Possible Action on Community Schools

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

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

Community Schools is a strategy that supports student achievement, revitalizes neighborhoods, and maximizes the community's return on its financial investments. These schools act as hubs for community services, providing not only educational programming, but also access for students, families, and community to health, safety, and social services, as well as recreational and cultural opportunities. The foundational element of the initiative is the engagement of each school and its surrounding neighborhood in the planning, implementation, and ongoing governance of its community school. Another key principle is that all partnerships must be financially self-sustaining without dependence upon the school budget.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 4) Action on Bilingual Education

Background

This presentation (attached to the minutes of your Committee's meeting) provides an update on the ongoing work related to bilingual education in Milwaukee Public Schools. A review of work done last spring and the activity to date is included. Work has revolved around developing the District Multilingual Multicultural Advisory Committee, the district instructional committee, and the assessment advisory committee.

Staff has been hired and is in place to support bilingual education. Those positions include a bilingual lead teacher (assigned to Southwest Region) and an immigrant support teacher. Community outreach and

communication has been developed and is ongoing. Part of this communication process is the translation and interpretation services provided to schools across the district.

This presentation focuses primarily on assessments for bilingual students. Assessments were reviewed by multiple stakeholders, and universal screening assessments based on language of instruction are in place for the 2014-15 school year for kindergarten through grade 2. Math assessments are available in Spanish in Kindergarten through 8th grade.

Universal screening in high school encompasses a range of tools. An RFP has been developed that will help the district explore other possible multilingual assessments that are available K-12 to assist in Response to Intervention and benchmarking student progress. Conversations regarding bilingual assessments and all areas of assessment are continuing, with stakeholder feedback and recommendations from the Assessment Advisory Committee through the coming year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends that the Board accept the Administration's report and direct that further MAPS and PALS testing cease for K4 through second grade until a conference call is held, including DPI, the MPS Administration, and representatives of the Milwaukee Board of School Directors.

Director Spence moved to accept the administration's original report.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

* * * * *

(Item 5) Report and Possible Action on the Milwaukee Violence Free Zone

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

At the July 2014 meeting of the Milwaukee Board of School Directors, it was requested that the Administration bring forward a report on the work of the Milwaukee Violence Free Zone. Attached to the minutes of your Committee's meeting is the 2013-14 Program Report. The Chief of School Administration and the Director of School Safety will present an overview of the program as it is aligned with other district initiatives and interventions to support our students.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

No fiscal impact.

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(Item 6) Report and Possible Action on Freedom Summer 2014

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

This year marks the 50th anniversary of the Civil Rights Act. To celebrate this landmark event, the Grade 8 Promotional Program's humanities curriculum was revised to be a study of the people and events that Freedom Summer comprised in Mississippi in 1964. Many of the participants in Freedom Summer were students and young adults, making this an engaging topic for our group of at-risk students. The curriculum, which was developed through a collaboration with multiple MPS curricular areas — social studies, Literacy, STEM, MPS Specialized Servicess — included guidance; school psychologists; school social workers; community partnerships such as Arts@Large, the Boys and Girls Clubs/TABS; and community resources such as the Wisconsin Historical Society and UWM. The humanities curriculum included lessons about the historical background of Freedom Summer, the people involved, and the events in Mississippi during the summer of 1964.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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 and Assignment	Position and Salary	Date
		New Hires	
2	Clavell Martin	Building Service Helper I $11.13 per hour	07/21/2014
2	Priscilla Jones	Building Service Helper I $11.13 per hour	07/28/2014

2	Algenon Kendrick	Building Service Helper I $11.13 per hour	07/21/2014
4	Luis Rosado	Building Service Helper I $11.13 per hour	07/21/2014
2	Janine Harris	Building Service Helper I $11.13 per hour	07/21/2014
2	Davita Frye	Building Service Helper I $11.13 per hour	07/28/2014
2	Tarra Graham	Building Service Helper I $11.13 per hour	07/28/2014
2	Vicque Finney	Building Service Helper I $11.13 per hour	07/28/2014
2	Shakira Martin	Building Service Helper I $11.13 per hour	08/18/2014
2	Miracle Brown	Building Service Helper I $11.13 per hour	08/18/2014
2	Janis Rock	Building Service Helper I $11.13 per hour	08/18/2014
5	Brennen Harley	Building Service Helper I $11.13 per hour	08/14/2014
5	Joseph Genett	Mail Handler $13.08 per hour	08/11/2014
2	Tamuel Cannon	Para Ed Assistant $17,823.69	08/01/2014
2	Nori Carter	Para Ed Assistant $17,823.69	08/11/2014
2	Takela Jones	Para Ed Assistant $17,823.69	08/11/2014
3	Mai Gao Her	Para Ed Assistant $17,823.69	08/13/2014
2	Sherri Manning	Para Ed Assistant $17,823.69	07/30/2014
2	Albra McFadden	Para Ed Assistant $17,823.69	08/11/2014
2	Angela Harris	Para Ed Assistant $17,823.69	08/18/2014
2	Latara Isom	Para Ed Assistant $17,823.69	08/19/2014
2	Chantelle Forbes	Para Ed Assistant — Year-round $17,823.69	07/30/2014
2	Helen Cobb	Para Ed Assistant — Year-round $17,823.69	07/30/2014
2	Jahi Craig	Para Ed Assistant — Year-round $17,823.69	07/30/2014
2	Brandon Redd	Para Ed Assistant — Year-round $17,823.69	07/30/2014
2	Lynne Bond	Para Ed Assistant — Year-round $17,823.69	07/30/2014
2	Rosale Horton	Para Ed Assistant — Year-round $17,823.69	08/01/2014
2	Andre Perry	Para Ed Assistant — Year-round $17,823.69	08/12/2014
5	Randall Hunt	Roofer $29.40 per hour	07/28/2014

2	Freddie DeLoney	School Nursing Associate $23,233.18	08/19/2014

Promotions

2	George Tellis	Building Service Helper II $30,706.52	07/21/2014
2	Angela Hamilton	Para Ed Assistant $17,823.69	08/14/2014
2	Dawn Collins	Para Ed Assistant $17,823.69	07/23/2014
4	Iris Rodriguez	Para Ed Assistant $17,823.69	08/11/2014
1	Nola Goggins	School Secretary I – 10 Month $22,445.64	08/19/2014
2	Kenneth Mcintyre	School Engineer IV $58,130.54	08/04/2014
5	Mary Truman	Secretary 2 $44,381.00	08/04/2014

Rehires

2	Larry Bond	Building Service Helper I $11.13 per hour	08/18/2014
2	Vaniecea Flanagan	Building Service Helper I $12.97 per hour	08/18/2014
2	Pamela Tooson	Para Ed Assistant - IB $17,823.69	08/06/2014
2	Charlie Maxwell	Para Ed Assistant - YR $17,823.69	07/30/2014
6	Denail Pope	Para Ed Assistant - YR $17,823.69	07/30/2014
2	Belinda Freeman	Para Ed Assistant - YR $17,823.69	07/30/2014
2	Julie Bankston	Para Ed Assistant - YR $17,823.69	07/30/2014
2	Aminat Bakare	School Nurse Associate $23,233.18	08/11/2014
2	Brandye Washington	School Secretary I — 10-month, Year-round $22,445.64	08/11/2014

Certificated Appointments: Teachers — Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
4,r	Anzueto III, Terry Bilingual Education	B	$41,200.00	8/26/2014
5,r	Aubin, Elizabeth Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Blum, Caryn Art	C	$45,200.00	8/26/2014
5,nr	Boeck, Joseph Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,nr	Boelkow, Colleen Art	B	$41,200.00	8/26/2014
5,nr	Boettcher, Noelle Speech Pathology	B	$41,200.00	8/26/2014

5,nr	Braun, Paul Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Bruss, Kayla Art	B	$41,200.00	8/26/2014
5,r	Brzeski, Lauren Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Cable, Emily Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Cahill, Maureen English	B	$41,200.00	8/26/2014
5,nr	Carloni, Deanne Music	B	$41,200.00	8/26/2014
4,r	Carnes, Jessica Gen Elem & K8 — All Grades	B	$42,200.00	8/26/2014
5,r	Cernick, Rochelle Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
2,nr	Chatfield, Anthony Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Clark, Christine Reg (YR) Kindergarten	B	$41,200.00	8/26/2014
5,r	Cline, Kelly High School — General	B	$57,500.00	8/26/2014
2,r	Conner, Edwin Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,nr	Culhane, Megan Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Degner, Cory AMP HPE	B	$41,200.00	8/26/2014
5,nr	Donaldson, Emily High School — General	B	$45,200.00	8/26/2014
5,r	Doyle, Anna Speech Pathology	B	$41,200.00	8/26/2014
4,nr	Duellman, Wigma Diagnostic Services	C	$77,500.00	8/26/2014
5,nr	Elliott, Rachel Deseg (HI Scope)	B	$41,200.00	8/26/2014
5,r	Engelking, Matthew High School — General	B	$41,200.00	8/26/2014
5,r	Esgar, Kelsey High School — General	B	$41,200.00	8/26/2014
6,r	Espino, Angela Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,nr	Espinosa, Vilmarie Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Ewerdt, Nacole Early Childhood — Spec Ed	C	$56,500.00	8/26/2014
5,r	Fetting, Sabina Social Studies	B	$41,200.00	8/26/2014
5,nr	Fink, Jessica Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Follstad, Gina Gen Elem & K8 — All Grades	C	$56,500.00	8/26/2014
5,r	Gagnon Hubka, Dana Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014

5,r	Goldamer, James Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,nr	Goll, Courtney Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Grace, Mary Speech Pathology	B	$41,200.00	8/26/2014
2,r	Green, Trinette Science	B	$41,200.00	8/26/2014
2,r	Grice, Ebony Spec Ed Mult-categorical	B	$56,800.00	8/26/2014
5,r	Grzanna, Mark Music	B	$41,200.00	8/26/2014
5,nr	Hagedorn, Alexander Math	B	$41,200.00	8/26/2014
4,r	Hanson, Cory Middle School — General	B	$41,200.00	8/26/2014
2,r	Harvey, Miachelle Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,nr	Hedman, Kaitlin Speech Pathology	B	$41,200.00	8/26/2014
5,r	Hively, Sarah Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Hrdina, Jodi Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Huber, Autumn Speech Pathology	B	$41,200.00	8/26/2014
5,r	Hufnal, Amy Music	B	$60,400.00	8/26/2014
5,r	Hughes Gates, Rachel Speech Pathology	B	$41,200.00	8/26/2014
5,r	Huibregtse, Chad Science	B	$41,200.00	8/26/2014
5,nr	Jeffery, Kelsey Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Jones, Diana English	C	$47,800.00	8/26/2014
5,r	Kaczmarowski, Brianna Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Kalenowicz, Kristen English	B	$41,200.00	8/26/2014
2,r	Kanady, Corey SAGE	B	$41,200.00	8/26/2014
5,r	Kee, Rachel Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Keller, Kaylee English	B	$41,200.00	8/26/2014
5,r	Kirsch, Lauren Health & Phy Ed	B	$41,200.00	8/26/2014
5,nr	Kohlbeck, Teagan Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Kueler, Sydney Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
3,r	Kueng, Mohni Spec Ed Mult-categorical	B	$41,200.00	8/26/2014

5,nr	Kukowski, Ann Speech Pathology	B	$41,200.00	8/26/2014
3,nr	Lee, Jung-Eun Kindergarten (4 YR Olds)	C	$53,200.00	8/26/2014
5,nr	Lien, Elisabeth Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Liewen, Diane Speech Pathology	B	$41,200.00	8/26/2014
5,r	Markiewicz, Donald Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Marks, Barbara SAGE	B	$41,200.00	8/26/2014
5,r	Mattke, Doris Kindergarten (4 YR Olds)	B	$41,200.00	8/26/2014
5,r	McDonough, Shane Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	McElwee, Patrick Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
4,nr	Messerman, Chana Bilingual Education	B	$41,200.00	8/26/2014
5,r	Mitchell, Megan Social Studies	B	$41,200.00	8/26/2014
5,r	Mooney, Jenalee Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Nelson, Courtney SAGE	B	$41,200.00	8/26/2014
2,r	Owens, Denise Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Parsons, Sarah Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,r	Payne, Paula Multicateg Comp Sen	B	$41,200.00	8/26/2014
2,nr	Peterson, Wynona Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Phillips, Judith Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Polebitski, Scott Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Price, Robert Health & Phy Ed	B	$41,200.00	8/26/2014
5,nr	Radloff, Kaitlynn Art	B	$41,200.00	8/26/2014
5,r	Ramirez, Elizabeth Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,r	Reams, Kristin Multicateg Comp Sen	B	$41,200.00	8/26/2014
6,nr	Reed, Tanya Multicateg Comp Sen	B	$41,200.00	8/26/2014
5,nr	Rehbein, Sandra Kindergarten (4 YR Olds)	B	$45,200.00	8/26/2014
5,r	Richardson, Heidi Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Rickabaugh, Christine Title I Schoolwide	B	$41,200.00	8/26/2014

2,r	Robinson, Glenda Spec Ed Mult-categorical	B	$41,200.00	9/2/2014
4,r	Rodriguez, Cenia Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Rome, Anthony Science	B	$41,200.00	8/26/2014
5,r	Rosenfield, Alexandra English	B	$41,200.00	8/26/2014
5,nr	Ruggieri, Carolyn Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,nr	Schill, Robert Math	B	$41,200.00	8/26/2014
5,r	Schindler, Samantha Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Schiro, Hannah Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Schmidt, Karen AMP ART	B	$50,200.00	8/26/2014
5,nr	Schmidt, Ryan Health & Phy Ed	B	$41,200.00	8/26/2014
5,nr	Schroeder, Laura Art	B	$41,200.00	8/26/2014
5,r	Schroeder, Vanessa High School — General	B	$41,200.00	8/26/2014
5,nr	Schultz, Renee AMP ART	C	$56,200.00	8/26/2014
5,nr	Schwartz, Erin Speech Pathology	B	$41,200.00	8/26/2014
5,r	Scott, Darralyn Kindergarten (4 YR Olds)	B	$41,200.00	8/26/2014
5,nr	Sempos, Anne Speech Pathology	B	$41,200.00	8/26/2014
5,r	Sgroi, Elizabeth Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Slusar, Kimberly Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Spalatin, Stephanie Title I Schoolwide	B	$41,200.00	8/26/2014
5,nr	Sperling, Jacqueline Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Standish, Melanie Speech Pathology	B	$41,200.00	8/26/2014
5,nr	Stekel, Joseph Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Stengrevics, Donna Gen Elem & K8 — All Grades	C	$51,400.00	8/26/2014
5,nr	Streator, Steven Music	B	$51,700.00	8/26/2014
5,r	Strozinsky, Anna High School — General	B	$41,200.00	8/26/2014
1,r	Tardiff, Earl Spec Ed Mult-categorical	B	$41,200.00	8/26/2014
5,r	Taxman, Hilary Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014

5,r	Tharp, Lori Gen Elem & K8 — All Grades	C	$56,500.00	8/26/2014
5,nr	Troyer, Catherine Music	B	$42,200.00	8/26/2014
5,nr	Twigg, Kristina Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Unold, Alyssa Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Uvena, Lisa Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Valdiva, Samantha Bilingual Education	B	$41,200.00	8/26/2014
4,nr	Villagomez Hall, Amalia Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,nr	Villalobos, Angela Gen Elem & K8 — All Grades	B	$41,700.00	8/26/2014
4,r	Villarreal, Esmeralda Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Waddell, Kara Speech Pathology	B	$41,200.00	8/26/2014
5,r	Walker, Joshua Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Werner, Anne Speech Pathology	B	$41,200.00	8/26/2014
5,r	Wiesner, Kellie Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,r	Williams, Monique Social Studies	B	$41,200.00	8/26/2014
2,r	Wilson, Ester Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Wirkus, Megan Music	B	$41,200.00	8/26/2014
4,r	Wojciechowski, Christine Middle School — General	B	$41,200.00	8/26/2014
5,nr	Wozniczka, Josh Health & Phy Ed	B	$41,200.00	8/26/2014
3,r	Xiong, Pa Nhia SAGE	B	$41,200.00	8/26/2014
5,nr	Yakshimamedov, Elena Health & Phy Ed	B	$41,200.00	8/26/2014
3,r	Zheng, Melissa Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,nr	Zuknik, Cynthia Art	B	$53,500.00	8/26/2014

Certificated Appointments: Teachers — IB Calendar

5,r	Arribas, Patricia Gen Elem & K8 — All Grades	B	$41,200.00	8/6/2014
4,nr	Burnett, Sara Foreign Language	B	$41,200.00	8/6/2014
5,nr	Capra, Caitlin English as a Second Language	B	$41,200.00	8/6/2014
5,r	Croft, Abigail High School — General	B	$41,200.00	8/7/2014

5,r	Kramer, Jamie High School — General	B	$41,200.00	8/7/2014
5,r	Kuehl, Peter High School — General	B	$41,200.00	8/6/2014
4,r	Lopez, Jessica Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,r	Paltzer, Joseph High School — General	B	$41,200.00	8/5/2014
2,r	Perry, Fredrick English	B	$41,200.00	8/6/2014
5,r	Puddicombe, Kristoffer High School — General	B	$41,200.00	8/6/2014
5,nr	Rehfeldt, Carolyn Speech Pathology	B	$41,200.00	8/6/2014
4,r,a	Santiago, Aracelis Title I Literacy	B	$41,200.00	8/11/2014
5,r	Schaefer, Samuel Social Studies	B	$41,200.00	8/6/2014
5,r	Schilling, Courtney Social Studies	B	$41,200.00	8/6/2014
5,r	Walker, David High School — General	B	$41,200.00	8/11/2014

Certificated Appointments: Teachers — Year-round Calendar

5,r	Burrington, Miaya Marie Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,nr	Cagney, Shannon Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,nr	Collier, Jennifer Multicateg Comp Sen	B	$41,200.00	7/30/2014
5,nr	Corrao, Melanie Speech Pathology	B	$41,200.00	7/30/2014
5,nr,a	Cota, Troy Spec Ed Mult-categorical	B	$53,500.00	8/6/2014
2,r	Cox, Denise Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
2,r	Curtain, Lakesha Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,r	DeCaria, Ann Reg (5 YR) Kindergarten	B	$41,200.00	7/31/2014
5,nr	Dirr, Barbara Title I School Wide	B	$41,200.00	8/11/2014
5,nr	Fait, Jocelyn Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,r	Genke, Keith Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,nr	Gibson, Samantha Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,nr,a	Goetsch, Andrew Science	B	$41,200.00	8/7/2014
5,r	Gunkel, Kristyn Deseg (Hi Scope)	B	$41,200.00	7/30/2014
5,r	Hanson, Chris Phy Ed — Various	B	$41,200.00	8/26/2014

5,r	Harris, Sarah Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,nr	Houillon, Nicole Reg (5 YR) Kindergarten	B	$41,200.00	7/30/2014
5,nr	Jorn, Amy Music	B	$41,200.00	8/1/2014
2,r	Kinlow, Lakesha Deseg (Hi Scope)	B	$41,200.00	8/14/2014
2,r	Lowery, Omar AMP HPE	B	$41,200.00	7/31/2014
5,r	Madden, Casey Art	B	$41,200.00	7/30/2014
5,nr	Merryfield, Tracy Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,r	Quinnell, Kelly Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
2,r	Robertson, Pamela Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,nr	Silkwood, Crystal Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
5,nr	Sjostrom, Marlena Reg (5 YR) Kindergarten	B	$41,200.00	7/30/2014
5,nr	Strigenz, Danielle Phy Ed — Various	B	$41,200.00	7/30/2014
5,r	Teasdale, Melissa Gen Elem & K8 — All Grades	B	$41,200.00	7/30/2014
5,nr	Walden, Donald Spec Ed Mult-categorical	C	$41,200.00	8/11/2014
5,nr	Walden, Leslie Spec Ed Mult-categorical	B	$41,200.00	8/18/2014
1,r,a	Wallack, Jeffrey Spec Ed Mult-categorical	B	$41,200.00	7/30/2014
1,r,a	Williams, Dianne Gen Elem & K8 — All Grades	B	$53,500.00	7/30/2014

Certificated Appointments: School Social Workers — Traditional Calendar

5,r	Breitrick, Holly School Social Worker	2A	$51,347.00	8/20/2014
5,r	Bruesewitz, Shoshanah School Social Worker	2A	$51,347.00	8/20/2014
4,nr	Fernandez, Rebecca School Social Worker	2A	$51,347.00	8/20/2014
3,nr	Yang, Neenah School Social Worker	2A	$51,347.00	8/19/2014

Certificated Appointments: School Psychologists — Traditonal Calendar

5,r	Bild, Nina School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Chapman, Jennifer School Psychologist	51C	$51,932.98	8/19/2014
4,r	Flores, Holly School Psychologist	51C	$51,932.98	8/19/2014
5,r	Gagliardi, Jeffrey School Psychologist	51C	$51,932.98	8/19/2014

5,r	Haggith, Rebecca School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Jacobson, Sarah School Psychologist	51C	$51,932.98	8/19/2014
5,r	Jakubowski, Lauren School Psychologist	51C	$51,932.98	8/19/2014
5,nr	LaDow, Sheri School Psychologist	51C	$51,932.98	8/19/2014
5,nr	LeDuc, James School Psychologist	51C	$51,932.98	8/19/2014
3,nr	Lee, Sharon School Psychologist	51C	$51,932.98	8/19/2014
5,r	Litow, Barbara School Psychologist	51C	$51,932.98	8/19/2014
5,r	Maas, Sara School Psychologist	51C	$51,932.98	8/19/2014
5,r	Meyer, Susan School Psychologist	51C	$51,932.98	8/19/2014
5,r	Micol, Jessica School Psychologist	51C	$51,932.98	8/19/2014
5,r	Nagy, Erica School Psychologist	51C	$51,932.98	8/19/2014
5,r	Polensky, Heather School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Prestby, Erin School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Quall, Jennifer School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Shumaker, Curt School Psychologist	51C	$51,932.98	8/19/2014
5,r	Sowder, Christopher School Psychologist	51C	$51,932.98	8/19/2014
5,nr	Tresp, Andrea School Psychologist	51C	$51,932.98	8/19/2014

Certificated Appointments: School Psychologists — Year-Round Calendar

5,nr	Dilling, Alexandra School Psychologist	51C	$51,932.98	7/28/2014
5,r	Schweitzer, Kelsey School Psychologist	51C	$51,932.98	7/28/2014

Certificated Appointments: School Nurses

2,r,a	Brown, LaDaska School Nurse	2E	$45,397.00	8/19/2014
2,r	Jones, Ayana School Nurse	2E	$45,397.00	8/19/2014
3,r	Moua, Mai School Nurse	2E	$45,397.00	8/19/2014
5,nr	Osowski, Christopher School Nurse	2E	$45,397.00	8/19/2014
5,r	Slusher, Catherine School Nurse	2E	$45,397.00	8/19/2014
5,nr	Strait, Jenni School Nurse	2E	$45,397.00	8/19/2014

5,r	Tabler, Sara School Nurse	2E	$45,397.00	8/19/2014

Codes

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents

Counts

(1) Native American 3
(2) African American 21
(3) Asian/Oriental/Pacific Islander 7
(4) Hispanic 17
(5) White 166
(6) Other 2
(7) Two or More Ethnic Codes 0
Males 43
Females 173

Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., Feb. 2015		
Sanchez, Gloria	Currently on Leave	August 26, 2014
Illness Leave, June 2015		
Foss, Alexandra	Manitoba	November 20, 2014
Jones, Antoinette	Cass	October 21, 2014
Phelps-Okoro, Kahri	Washington H.S.	May 16, 2014
Personal Leave, Jan. 2015		
Silva-Krieger, Martha	Doerfler	August 26, 2014
Personal Leave, June 2015		
Cascarano, Michele	Itinerant	August 26, 2014

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.5	5	Jacob Adams	Teacher	Morse•Marshal	07/30/14
Personal	22.0	5	Terry Adams	Teacher	Grantosa	08/15/14
Other Work	1.0	5	Andrea Arciszewski	Teacher	Alliance	08/08/14
Other Work	1.0	5	Samantha Balkowski	Teacher	Hampton	07/29/14
Other Work	5.9	5	Christopher Birenbaum	Teacher	MSL	08/05/14
Personal	1.0	5	Katherine Brooks	Soc. Worker	Central Svcs	08/18/14
Personal	15.0	2	Michelle Burch	Teacher	Starms	08/22/14
Personal	1.0	5	McKenzie Carran	Psychologist	South Division	07/29/14
Personal	1.0	4	Edwin Cruz	Teacher	Allen Field	08/07/14
Personal	29.0	5	Daniel Davis	Teacher	Hamilton	08/25/14
Personal	6.0	5	Eileen Devine	Teacher	Jackson	08/06/14
Other Work	6.7	5	Brian Erdmann	Teacher	Morgandale	08/05/14
Personal	0.9	5	Jean Fico	Teacher	Wedgewood Park	07/31/14
Personal	1.0	5	Patricia Freuler	Teacher	Engleburg	08/19/14
Other Work	1.0	5	Sarah Graycarek	Teacher	Hi Mount	07/28/14

Other Work	17.0	5	Dream Gunther	Teacher	Lincoln	08/18/14
Personal	12.0	2	Kimberly Guy	Lit Leader	Central Svcs	08/29/14
Personal	2.0	5	Rochelle Halstead	Teacher	Grantosa	08/05/14
Other Work	12.0	2	Shawn Holloway	Teacher	Obama	07/28/14
Other Work	2.0	5	Jana Horntvedt	Teacher	Victory	08/01/14
Personal	1.0	5	Ashling Ivers	Teacher	Garland	08/14/14
Other Work	8.0	5	Sally Kellman	Supervisor	Central Svcs	08/01/14
Other Work	13.0	2	Daryl Knox	Teacher	North Division	08/21/14
Other Work	1.0	5	Samuel Kutzler	Teacher	Audubon MS	08/13/14
Retire	33.2	5	Barbara Luepke	Principal	Morgandale	10/31/14
Other Work	7.0	5	Amanda Mack	Psychologist	Carver Academy	07/30/14
Other Work	8.0	5	Cathleen Mathews	OT	Central Svcs	08/29/14
Personal	2.0	5	Richard Mathews	Teacher	JMAC	07/31/14
Personal	28.0	2	Janet Mays	Teacher	Victory	08/27/14
Personal	1.0	5	Christine Michi	Nurse	Central Svcs	08/15/14
Other Work	22.0	5	Kathryn Pachi	Teacher	WCLL	07/28/14
Other Work	12.0	2	Zerda Palmer	Teacher	Thurston Woods	07/31/14
Personal	7.0	5	Joan Paul	Teacher	Forest Home	08/18/14
Other Work	1.7	5	Alissa Puls	Nurse	Metcalfe	07/31/14
Other Work	8.0	5	Ryan Relich	Teacher	Ronald Reagan	07/29/14
Other Work	0.7	5	Sarah Rottersman	Teacher	Washington HS	08/12/14
Other Work	1.0	5	Brittany Ruis	Teacher	Carver Academy	08/08/14
Other Work	11.0	5	Rebecca Schwall	Lit Coach	Elm	08/15/14
Personal	12.0	5	Patricia Sevenz Coleman	Teacher	Thurston Woods	08/10/14
Other Work	1.0	2	Heidi Siebert Preul	Supervisor	Central Svcs	08/22/14
Personal	11.0	4	Martha Silva Krieger	Teacher	Doerfler	08/15/14
Other Work	0.6	5	Sarah Simon	Teacher	Forest Home	07/31/14
Retire	30.0	5	Lynne Sobczak	Director	Central Svcs	10/17/14
Other Work	11.0	5	Susan Spencer	Teacher	Alcott	08/25/14
Personal	2.0	5	Mackenzie Stilp	Teacher	Lincoln Avenue	07/25/14
Other Work	12.0	5	Kristine Stone	Teacher	Morse•Marshal	06/27/14
Personal	2.0	5	Michael Torrey	Teacher	Bay View	08/17/14
Retire	13.0	5	Marian Vieux	Teacher	Hartford	07/25/14
Personal	5.0	2	Catherine Visor	Supervisor	Central Svcs	08/18/14
Other Work	13.0	5	Colleen Wekwert	Teacher	Lowell	08/20/14
Personal	4.0	5	Jessica Willenbrink	Teacher	Central Svcs	08/08/14
Personal	1.0	5	Lisa Yanzer	Teacher	Bethune Academy	06/19/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	14.2	2	Anna Carter	Secretary I	Central Svcs	08/15/14
Retire	32.8	4	Maria Fernandez	Para	Allen Field	08/20/14
Retire	30.9	5	David Johnson	Steamfitter	Pipe Shop	07/31/14
Retire	21.3	5	Randy Radulovich	Engineer I	Browning	07/26/14

Monthly Affirmative Action Report

The Affirmative Action report for September 2014 is attached to the minutes of your Committee's meeting. This is an informational report which reflects data from prior month(s), and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions and certificated appointments, as well as leaves of absences, to be effective upon approval of the Board.

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

* * * * *

(Item 2) 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

Committee's Recommendation

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

(2)(r)	Kelvin Robinson	Principal Hawley Environmental	Schedule 03, Range 12T $101,340.00
(5)(r)	Sarah Hanneman	Employment Relations Specialist Office of the Chief Human Capital Officer	Schedule 03, Range 10A 70,833.00
(4)(nr)	Lawrence Avila	Sr. Communication Specialist Office of Community Engagement	Schedule 03, Range 08A $62,098.00
(5)(r)	Jace Williams	Grants Planning Assistant Office of the Chief Innovation Officer	Schedule 03, Range 02A $40,013.00

Note: The above recommendations are for positions that are approved in the FY15 budget.

2. Your Committee recommends that the following individual be promoted or reassigned to the classification indicated, effective upon approval by the Board.

(2)(r)	Toni Straughter	Assistant Principal in Charge Vincent High School	Schedule 03, Range 12C $93,718.00

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

(3)(r)	Rebecca Abraham	LTE Recruitment — Talent Management Office of the Chief Human Capital Officer 7/1/14 to 12/1/14	$40.00 per hour
(2)(r)	Thyra Handford	LTE Recruitment — Talent Management Office of the Chief Human Capital Officer 7/1/14 to 12/1/14	$40.00 per hour
(5)(nr)	Carey Rehm	LTE GEF Project Director Office of the Chief Innovation Officer 8/18/14 to 6/30/15	$40.00 per hour
(5)(r)	Doris Bisek	LTE Extended Learning Opportunities Office of the Chief Academic Officer 9/1/14 to 12/19/14	$30.00 per hour
(5)(nr)	Delphine Gurzynski	Substitute Benefits Assistant Office of the Chief Human Capital Officer 6/23/14 to 12/31/14	$27.98 per hour

(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief School Administration 8/25/14 to 6/12/15	$15.00 per hour

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 Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Authorization to Make Purchases

State Contract Authorization to Renew Blanket Agreement with Apple, Inc., for Apple 15- 20400-905 Computer Products

The Administration is requesting authorization to renew a blanket agreement with Apple, Inc., to purchase Apple computer products under the State of Wisconsin's Contract #15-20400-905, Master Price Agreement #1327158. Purchases will be made by various MPS schools and departments as needed. The Administration anticipates that the collective amounts to be spent annually will be in excess of $50,000 and thus brings this item for approval.

Apple products to be purchased will primarily be iPads and iPad minis, but may also include laptop computers, desktop computers, and approved software applications.

Approval was granted by the Board in July 2013 for renewal of a blanket agreement for one (1) year.

The blanket contract will run from September 19, 2014, through December 31, 2014, the ending date of the State's contract.

The contract has an estimated maximum dollar value not to exceed $100,000.

Budget Code: Will vary by school location.

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State Contract Authorization to Purchase 15-20400-905 Hewlett-Packard Servers from Paragon Development Systems, Inc.

The Administration is requesting authorization to enter into an agreement with Paragon Development Systems, Inc., to purchase Hewlett-Packard servers and associated support under the State of Wisconsin's Contract #15-20400-905 (Master Price Agreement #1327164 for Hewlett-Packard), using the Fulfillment Subcontractor Program Locator ID #10031637.

The servers will be used to support VM Ware ESX, which will replace obsolete equipment and reduce maintenance costs.

The total dollar value is $66,085.75.

Budget Code: EQM-0-0-TEC-TC-EMTC (Technology Equipment — Maintenance Contracts) $66,085.75

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State Contract Authorization to Purchase Cisco 15-20664-003 Switches from Heartland Business Systems

The Administration is requesting authorization to enter into an agreement with Heartland Business Systems to purchase Cisco C 2960X series switches and associated items under the State of Wisconsin's contract #15-20664-003.

The switches and related items will be used to upgrade the network bandwidth from 100 Mbit to 1 Gbit.

Quotes were solicited from the three vendors on this contract, and Heartland Business Systems submitted the lowest response.

The total dollar value is $196,504.70.

Budget Code: TSV-0-0-TLN-DW-ENCQ (Technology — Non-Capital Equipment) $196,504.70

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——— Authorization to Issue a Blanket Contract with Milwaukee Symphony Orchestra, Inc., for the Provision of the Arts in Community Education (ACE) Program

The Administration is requesting authorization to enter into a contract with Milwaukee Symphony Orchestra (MSO) for its ACE (Arts in Community Education) Program. MSO has been providing the ACE program to various MPS schools for the last 24 years. For the 2014-2015 School year, MSO has accepted 15 MPS schools to participate in the curriculum. The majority of costs are supported by the MSO donor community.

ACE has six main components:

1. ACE Curriculum — Teachers receive an ACE resource handbook, lesson plans, integration activity ideas, project-planning frameworks, musician/artist visit preparation and follow-up, an ACE repertoire CD, and more. Each grade level has a different ACE theme, which is reinforced throughout the year through all ACE components.

2. Teacher In-services — Six teacher in-services annually facilitate orientation of new teachers, interacting with ACE music, teaching ideas, activities, planning, etc.

3. Musician/Artist Visits — Each year, each ACE classroom receives three visits from ACE Ensembles, which comprise MSO musicians and/or artists from local arts organizations such as the Milwaukee Ballet, The Skylight, and many more. These visits energize ACE themes and classroom learning.

   Note: K5 actually receives four ACE classroom visits each year. First-graders also go to the Milwaukee Art Museum for the Storytelling in Art tour.

4. Family Concert & Parent Newsletter — ACE involves parents as well as teachers and students. Each school hosts an ACE ensemble for a school-wide evening Family Concert, and parents will receive regular newsletters to update them on ACE happenings.

5. ACE MSO Concert — The MSO performs a unique concert for each grade level, incorporating the themes and bringing all ACE classrooms of the same grade to Uihlein Hall.

6. Multiphase Project — ACE classrooms work throughout the year on a group project which integrates the themes and grade learning targets and is used to assess progress. A program-assessment consultant reviews all projects and provides feedback to teachers.

This will be a blanket contract for three (3) years, from October 1, 2014, through June 30, 2017.

Total compensation under this contract shall not exceed $150,000. The usage of the contract in the first, second, and third years will not exceed $50,000 per year. The schools utilizing the services will make individual encumbrances against the blanket contract.

Budget Code: Various Accounts.....$150,000

HUB Participation
Required..... 0%
Proposed..... 0%
$ Value.....$0

Student Engagement
Student Employment Hour Commitment (Hours) 0
Student Career Awareness Commitment (Hours/12-month contract).....0

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——— Authorization to Purchase One-Year Renewal Subscription with Knovation for Virtual Library Services

The Administration is requesting authorization to purchase one-year renewal subscription 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 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.

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. On-site and online professional development is available to all MPS educators for all resources. The database renewal costs are outlined below.

Sole-source Number	Vendor	Product	Area of Focus	Amount	Term
SS 1190	Knovation	Brain Pop (animated, standards-aligned content that supports the curriculum)	PreK-12	$113,160	9/22/14-9/21/15
	TOTAL			$113,160	

The subscription will run from September 22, 2014, through September 21, 2015.

The renewal will be paid for with Common School Funds, and the total cost of subscription services will not exceed $113,160.

Budget Code: SLB-OS-CSF-DW-ENTB (School Library — Non Textbooks).....$113,160

HUB Participation
Required 0%
Proposed 0%
$ Value $0

Student Engagement
Student Employment Hour Commitment (Hours) 0
Student Career Awareness Commitment (Hours/12-month contract) 0

Acceptance of Donations

School	Donor	Amount	Gift or Purpose
Academic Office	Wendy Smith and Christopher Darezzo	50.00	In memory of Eva Ruth Murrell
Congress	LeadDog Marketing Inc	540.00	Kohl's Cares Field Trip Grant
Metcalfe	Stone Creek Coffee Factory	25.00	General School Supplies
Metcalfe	Wolf Gordon	25.00	General School Supplies
Metcalfe	Siemens	25.00	General School Supplies
Metcalfe	P&N Promotions	25.00	General School Supplies
Metcalfe	Mahler Clean	25.00	General School Supplies
Metcalfe	Kannai Therapeutic Massage	25.00	General School Supplies
Metcalfe	IFMA Southeast Wisconsin Chapter	175.00	General School Supplies
Metcalfe	Kranz, Inc.	50.00	General School Supplies
Pierce	Target - Take Charge of Education	98.60	General School Use
Reagan	Voya Financial	150.00	Golf Outing
Reagan	Hagemeister Park	250.00	Golf Outing
Reagan	Milwaukee Bucks	45.00	Golf Outing
Reagan	Milwaukee Crusher Company LLC	250.00	Golf Outing
Recreation Office	Cousin's Subs	49.00	100 Cookies
Recreation Office	William Stark Jones Foundation	2,500.00	Beulah Brinton Community Center Services
SCTE	GPS	3,150.00	Youth Apprenticeship Distribution
Sherman MCA	LeadDog Marketing Inc	690.00	Kohl's Cares Field Trip Grant
Sherman MCA	LeadDog Marketing Inc	920.00	Kohl's Cares Field Trip Grant
Sherman MCA	LeadDog Marketing Inc	1,000.00	Kohl's Cares Field Trip Grant
Silver Spring	LeadDog Marketing Inc	1,965.00	Kohl's Cares Field Trip Grant
WCLL	Foley and Lardner LLP	1,500.00	Birthday Book Program
Whitman	LeadDog Marketing Inc	1,000.00	Kohl's Cares Field Trip Grant
Whitman	LeadDog Marketing Inc	1,000.00	Kohl's Cares Field Trip Grant
Whitman	LeadDog Marketing Inc	990.00	Kohl's Cares Field Trip Grant

Committee's Recommendation

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

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

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

Background

Recommended for the Board's approval at this meeting are construction contracts inclusive of:

- Burkhart Construction Corp for remodeling modifications for professional development at North Division
- Brenner Corporation for air conditioning unit replacement at Facilities and Maintenance.

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- Burkhart Construction Corp for remodeling modifications for professional development at North Division, Code SDV00MNTDW EMMB.....$145,000.00
- Brenner Corporation for air conditioning unit replacement at Facilities and Maintenance, Code FAR00MM211 ECNCHVA4.....$191,300.00.

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts as described 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.

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(Item 5) Action on Prevailing Wages

Background

In May 2013, the Board directed the Administration to examine the impact of prevailing wage rate revisions on the hourly rates of the district's skilled trade employees as it relates to 2011 Act 10, which limits total permissible annual base-wage increases for employees in certified unions to a CPI factor that is calculated annually. The Milwaukee Building and Construction Trades Council was recertified as the collective bargaining representative for the district's building trades employees in March 2014. With assistance from the City Attorney's Offices and input from the Office of Accountability and Efficiency, the Administration conducted an analysis of the impact of the Act 10 bargaining limitations on prevailing wage.

A communication from the Milwaukee Building and Construction Trades Council listing the new wage rates for building trades workers and their effective dates is provided as an attachment to the minutes of your Committee's meeting.

Also attached is a summary of the analysis completed by the Office of Accountability and Efficiency, identifying the prevailing wage rate revisions since April 2013 to the present, the percent change in the hourly rate, the CPI cap that applies to wage revisions for district trades employees, and the rate to be paid based on the proposed rate change and the CPI cap.

As noted in the attachment to the minutes of your Committee's meeting, some MPS trade categories will be paid less than the prevailing wage rate due to the CPI cap as imposed by Act 10.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The district will incur costs, or sometimes savings, by paying covered employees the wage as proposed in this item. These positions and salaries are in the Facilities budget as approved by the Board annually. An additional reserve for raises is budgeted in the Special and Contingent fund.

Committee's Recommendation

Your Committee recommends that the Board approve the wage rates as provided in the summary analysis attached to the minutes of your Committee's meeting, to be effective as of the dates stated in the attachment to the minutes of your Committee's meeting.

Director Spence moved to approve the Committee's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

* * * * *

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

Background

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

- Wisconsin Wireless Communications Corporation for the maintenance of telephone PBXs $150,000
- UW Board of Regents to implement the GEAR UP Grant $270,469
- WestCare Wisconsin Harambee Community Center to provide cognitive restructuring support to behavioral reassignment students $95,738
- Marquette University to provide cognitive restructuring support to behavioral reassignment students $95,343
- Educate Online for tutoring services $1,500,000
- Cardinal Stritch University for tutoring services $150,000
- Dunbar Armored, Inc., for armored car services $60,000
- COA Youth and Family Centers for incentive-based driver education program $150,150
- Education 2020, dba Edgenuity, for virtual classroom and web administrator licenses $400,000

- OptumRx for the administration of the District's prescription drug plan $1,680,000
- American United Taxicab Co., Inc., for student transportation $120,000
- Able Access Transportation, LLC, for student transportation $80,000
- A1 Transport SE, LLC, for student transportation $25,000
- Transit Express, Inc., for student transportation $100,000

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- Wisconsin Wireless Communications Corporation, TSV-0-0-TLN-DW-EMTC $150,000
- UW Board of Regents, SD1-0-S-GQ5-CI-ECTS $270,469
- WestCare Wisconsin Harambee Community Center, ARC-0-I-AGN-1S-ECTV $95,738
- Marquette University, ARC-0-I-AGN-1S-ECTV $95,343
- Educate Online, GOE-0-S-1S5-DW-ECTS $1,500,000
- Cardinal Stritch University, GOE-0-S-1S5-DW-ECTS $150,000
- Dunbar Armored, Inc., FSC-0-0-BSF-DW-EGSV $60,000
- COA Youth and Family Centers, CSV-0-0-DRV-DW-ECTS $150,150
- Education 2020, dba Edgenuity, AGP-0-I-AGN-1S-ECTV $400,000
- OptumRx, DWC-0-0-EMB-DW-EMDI $1,680,000
- American United Taxicab Co., Inc., RWT-0-0-TRS-DW-EPPT $120,000
- Able Access Transportation, LLC, RWT-0-0-TRS-DW-EPPT $80,000
- A1 Transport SE, LLC, RWT-0-0-TRS-DW-EPPT $25,000
- Transit Express, Inc., RWT-0-0-TRS-DW-EPPT $100,000

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) Report and Possible Action on the District's Process-Improvement Initiative

Your Committee reports having received a status of current process-improvement projects from the Chief Accountability and Efficiency Officer (CAEO) and the Administration. This report presents some of the metrics and key performance indicators (KPIs) that are monitored in improved process areas to ensure that improvements are sustained over the long term and provides updates on ongoing projects in FY15.

Although this item has been noticed for possible action, no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 8) Action on the Adoption of Health Plan Amendments

Background

As a result of ongoing work of a representative healthcare committee, recommendations are being brought forward to

(1) create a high-deductible health-plan option for employees that will be a lower-premium alternative to our current health plans;

(2) amend our current EPO/PPO plans to further encourage utilization of generic medications;

(3) restore preauthorization programs for our insurance programs to ensure efficient operation of the plan; and

(4) create a Medicare Advantage plan that will better serve our Medicare-eligible retires and provide a more sustainable benefits design.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

$6,450,000 savings to DWC-0-0-EMB-DW-EMDI

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to implement the recommendations outlined in the Administration's analysis (Paragraphs 8-10) and Exhibits, as attached to the minutes of your Committee's meeting, to include:

1. implementation of a member-pay-the-difference requirement for brand prescription where a generic equivalent is available;

2. reinstatement of preauthorization requirements on the District's medical plans, as recommended by the District's third-party administrator;

3. creation of an option HDHP health plan for insurance-eligible employee groups; and

4. creation of a fully insured Medicare Advantage program for all Medicare-eligible retirees and their Medicare-eligible dependents.

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

* * * * *

(Item 9) Report and Possible Action on the Employee Wellness 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

As a result of the ongoing work with an Employee Wellness Committee, the District will be implementing a new Employee Wellness Program that is designed to support and encourage our employees' well-being. The presentation attached to the minutes of your Committee's meeting provides an overview of that program and how we intend to build a culture of wellness for our organization.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures. Funds to carry out this initiative in the amount of $695,000 were approved in the FY15 budget.

* * * * *

(Item 10) Action on a Request for Authorization to Approve the Amendment to the Intergovernmental Cooperation Agreement between the Milwaukee Board of School Directors, the City of Milwaukee, and the Milwaukee Metropolitan Sewerage District Concerning Additional Construction at the Floodwater Detention Facility Located at Henry David Thoreau Elementary School

Background

In the fall of 1999, Milwaukee Public Schools entered into an Intergovernmental Cooperation Agreement with the City of Milwaukee and the Milwaukee Metropolitan Sewerage District (MMSD) for the purpose of granting an easement to property of the Henry David Thoreau Elementary School, providing for MMSD to construct a floodwater detention facility so as to reduce flooding damage from Southbranch Creek and to establish the respective parties' duties and responsibilities with respect to the construction and maintenance of the facility.

In the summer of 2014, MMSD contacted MPS regarding the need to amend the agreement to redefine the term "detention facility" and to realign the maintenance responsibilities. All other terms and conditions of the original agreement remain in full force.

This amendment has been reviewed by the City of Milwaukee City Attorney's office.

There is no additional responsibility or additional costs to MPS as a result of this amendment.

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

The Administration recommends that the Board approve the Amendment to the Intergovernmental Cooperation Agreement Between the Board of School Directors of the Milwaukee Public Schools, The City of Milwaukee, and the Milwaukee Metropolitan Sewerage District Concerning Additional Construction at the Floodwater Detention Facility Located at Henry David Thoreau Elementary School, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 11) Action on a Request for a Waiver of Administrative Policy 5.02(4) for Right of Entry for Use of a Welding Lab at North Division High School by Milwaukee Area Technical College

Background

Pursuant to a Right of Entry, Milwaukee Area Technical College (MATC) will be permitted use of a welding lab located at North Division High School. MATC will provide welding classes to North Division High School students at no cost to the school or district. The students will learn welding techniques that can lead to a valuable career in the welding industry. MATC will hold this welding class for MPS students during the school day and maintain supervised open lab time until 5 p.m. MATC will hold classes for MATC students beginning at 5 p.m. so as not to interrupt school instruction time.

As part of this agreement, the Administration is requesting a waiver of the permit and fees required by Administrative Policy 5.02(4), which addresses use of MPS facilities by institutions of higher education such as MATC. Typically, such institutions are required to obtain a permit and to pay a fee for the use of a school facility, regardless of the time or day used. The Administration respectfully requests a waiver of this Administrative Policy 5.02(4), as MATC will provide technical education classes to MPS students in exchange for use of the space.

The contract will run from October 1, 2014, through June 30, 2015. The total cost for this program will be zero.

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board authorize a waiver of the permit and fees required under Administrative Policy 5.02(4)for the Right of Entry for use of a welding lab at North Division High School by Milwaukee Area Technical College.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Sain 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 1011R-019 by Director Falk Regarding Religious Holidays and Perfect Attendance Recognition

Background

At its meeting on September 30, 2010, the Board referred Resolution 1011R-019 by Director Falk to the Committee on Legislation, Rules and Policies:

Resolution 1011R-019

by Director Falk

WHEREAS, Goal 5 of the *Working Together, Achieving More* Action *Plan to Improve Milwaukee Public Schools* states that school staffs are supportive and responsive to students and families; and

WHEREAS, Administrative Policy 1.04, Nondiscrimination, and Administrative Policy 8.01, Student Nondiscrimination, cite several non-discrimination statutes and, based on their requirements, state, "No person may be denied admission to any public school in the Milwaukee Public Schools or participation in the benefits of, or be discriminated against in any curricular, extracurricular, student services, recreation, or other program or activity…" because of, in part, the person's creed or religion; and

WHEREAS, Chapter 118.15(1)(a), Wisconsin Statutes, allows religious holidays as an exception to the compulsory school attendance laws; and

WHEREAS, Administrative Policy 8.13, Student Attendance/Absences, expands on Chapter 118.15(1)(a), Wisconsin Statutes, by listing designated religious holidays as a legally excused absence if the school receives a report of the absence from the parent or guardian either in writing, via electronic format, or by any other method of personal contact of which a written record is kept by the school, and when presented within 48 hours of the absence; and

WHEREAS, It is the practice of most schools in the district to offer incentives such as gift certificates, trophies, pizza parties, pins, or family breakfasts to reward students who have perfect attendance; and

WHEREAS, In the past, members of the business community, such as Jokerz Comedy Club and Bayshore Towne Center, have encouraged perfect attendance by donating money or prizes for use as incentives; and

WHEREAS, The religious observances of some faiths do not necessarily fall into the timeframe of the district's Spring or Winter breaks, an example of which is Rosh Hashana, which occurs in mid-September, so students of certain faiths must miss regular days of school to meet their religious obligations; and

WHEREAS, Our current system for tracking attendance, eSIS, allows school staff only to mark a student with an excused or an unexcused absence, rather than allowing staff to indicate a specific reason for the absence, so that religious observances are lumped in with all other excused absences; and

WHEREAS, Although Administrative Policy 8.13, Student Attendance/Absences, states that designated religious holidays are school-excused absences, students who miss school for religious obligations and who have otherwise perfect attendance are considered ineligible for perfect attendance recognition, which is contrary to the spirit of Administrative Policy 1.04, Nondiscrimination; now, therefore, be it

RESOLVED, That the Administration investigate possible adjustments to the eSIS system so that schools can track absences due to religious obligations and that such adjustments be made for the 2010-11 school year; and be it

FURTHER RESOLVED, That once the eSIS upgrades are in place, attendance records be retroactive to the start of the 2010-11 school year so that students who have already missed school for religious reasons and have provided the proper documentation as set forth in Administrative Policy 8.13, Student Attendance/Absences, will not have absences for religious obligations counted against them.

The resolution is consistent with current administrative policies and procedures, in that absences for observance of religious holidays are to be excused, and students and employees are not to be discriminated against based on creed or religion.

Currently, there is not a district policy or procedure that governs the manner in which schools award perfect attendance awards. Historically, this has been a school-based decision.

This item is considering only those absences excused for the celebration of religious holidays which has not been a frequent issue for the district; however, it may be difficult to determine an accurate list of major religious holidays for those students enrolled in Milwaukee Public Schools and to manage this in a fair and equitable manner relative to determining perfect-attendance awards. Also, there are many other reasons that students have excused absences. In order to proceed in a fair and equitable manner, these reasons would need to be considered in the proposed plan and ultimately vetted through school leaders.

To move forward with the proposed plan as outlined in the resolution, a number of technical steps would need to be completed. These include adjustments to the new Infinite Campus system to track absences due to religious holidays; developing a thorough list of major religious holidays celebrated by the students enrolled in Milwaukee Public Schools; and revision of Administrative Policy 8.13, Student Attendance/Absences/Tardies to reflect that students with perfect attendance who have excused absences due to observation of religious holidays remain in contention for perfect-attendance awards.

The Administration suggests that "perfect attendance" is no longer practicable and that implementing a structure in which students "score" within a defined range to be assigned to various band levels such as "advanced" or "proficient" may be the best approach in developing a fair and equitable model for determining attendance awards.

Furthermore, the Administration suggests that, in lieu of adopting the resolution, the Administration make an extra effort in informing schools and families of the appeal process as detailed in section 10(a) of Administrative Policy 8.42, Student Records, Requests for Amendments, which states, "The parent/guardian/eligible student who believes that information contained in the education records of the student is inaccurate or misleading or violates the privacy or other rights of the student may request that this information be amended."

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 8.13, Student Attendance/Absences/Tardies

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that, in lieu of the Board's adopting the resolution, the Administration make an extra effort in informing schools and families of the appeal process as detailed in section 10(a) of Administrative Policy 8.42, Student Records.

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

* * * * *

(Item 2) Action on Revisions to Administrative Policy 6.11, Tobacco Products Use on Board Property, and Resolution 1314R-009 by Director Falk

Background

Effective September 1, 1990, Wisconsin Act 209 120.12 (19) prohibited the use of all tobacco products on premises owned or rented by, or under the control of, a school board.

Administrative Policy 6.11, Tobacco Products Use on Board Property, was adopted by MPS in response to Act 209 120.12 (19).

The Centers for Disease Control (CDC) reported in 2013 that the use of e-cigarettes by minors doubled in just one year.

E-cigarettes appeal to young people because they are often laced with flavors such as cherry, strawberry, or bubble gum; come in colorful packaging; are shaped like a pen rather than a cigarette; do not have an unpleasant odor; and do not stain the teeth.

Although the vapor in an e-cigarette contains no tobacco, most vapors do contain nicotine, which is habit-forming and which the CDC has determined is harmful to the developing adolescent brain. Because of the nicotine content, use of e-cigarettes may lead to the use of other tobacco products or to a smoking habit.

Studies by the Food and Drug Administration (FDA) reveal that e-cigarettes also contain numerous other substances whose effects on the body have not been thoroughly studied.

The electronic nicotine-delivery devices can also be used with non-nicotine-containing products. There is no way for anyone to distinguish between a device containing nicotine and one that is not containing nicotine.

In June 2014, Wisconsin Department of Health Services' Office of Legal Counsel ruled that, under WI Statute 134.66, no retailer may sell cigarettes, nicotine products, or tobacco products to any person under the age of 18. Additionally, WI Statute 254.92 states that no person under 18 years of age may purchase, attempt to purchase, or possess any cigarette, nicotine product, or tobacco product.

Current Administrative Policy 6.11, Tobacco Products Use on Board Property, needed to be updated to recognize the adoption of the MPS Employee Handbook. The proposed revisions provide uniformity with that of the Employee Handbook made effective July 1, 2013.

On March 27, 2014, the Board referred Resolution 1314R-009 by Director Falk to the Committee on Legislation, Rules and Policies:

Resolution 1314R-009

By Director Falk

WHEREAS, Milwaukee Public Schools Administrative Policy 6.11, Tobacco Products Use on Board Property, prohibits the use of tobacco products at all times on school premises by students, citizens, and employees; and

WHEREAS, The Centers for Disease Control (CDC) reported in 2013 that the use of e-cigarettes by minors doubled in just one year; and

WHEREAS, E-cigarettes simulate smoking by allowing the user to inhale and exhale a vapor; and

WHEREAS, E-cigarettes appeal to young people because they are often laced with flavors such as cherry, strawberry, or bubble gum, come in colorful packaging, are shaped like a pen rather than a cigarette, do not have an unpleasant odor, and do not stain the teeth; and

WHEREAS, Although the vapor in an e-cigarette contains no tobacco, most vapors do contain nicotine, which is habit-forming and which the CDC has determined is harmful to the developing adolescent brain; and

WHEREAS, Because of the nicotine content, use of e-cigarettes may lead to the use of other tobacco products or to a smoking habit; and

WHEREAS, Studies by the Food and Drug Administration (FDA) reveal that e-cigarettes also contain numerous other substances whose effects on the body have not been thoroughly studied; and

WHEREAS, As of November 2013, the FDA has determined that it will regulate e-cigarettes in much the same way as it regulates tobacco, including prohibiting the sale of e-cigarettes to people under the age of 18; and

WHEREAS schools districts across the state are considering or in the process of updating their tobacco policies to include other nicotine-delivery devices; now, therefore, be it

RESOLVED, That the Administration is directed to update Administrative Policy 6.11, Tobacco Products Use on Board Property, to include a prohibition on smoking and the use of smoking products; and be it

FURTHER RESOLVED, That "smoking products" be defined as "e-cigarettes, e-hookahs, vape pens, and other electronic nicotine-delivery systems"; and be it

FURTHER RESOLVED, That an exception be included in the policy for any devices that have been approved by the federal government for use in smoking cessation; and, be it

FURTHER RESOLVED, That the amended policy is to be brought back to the Board for approval no later than the June Board cycle.

Prior to the introduction of that Resolution, the Administration was taking steps to update Policy 6.11 to include electronic nicotine-delivery devices. The Administration used Resolution 1314R-009 to inform and amend the work on the policy revision.

The proposed revisions include language adjustments necessary to address electronic nicotine-delivery devices. There are many names for nicotine-delivery devices. It has been recommended by the Department of Public Instruction and the Department of Health Services that the simple term of "electronic nicotine delivery device" be used to describe e-cigarettes and other similar smoking devices.

The revisions being brought forth have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.11, Tobacco Products Use on Board Property

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends that, in lieu of adopting Resolution 1314R-009, the Board approve the following proposed revisions to Administrative Policy 6.11, Tobacco Products Use on Board Property, which incorporates content from the resolution:

Administrative Policy 6.11
Tobacco Products Use on Board Property

History	Adopted 8-20-90; revised 3-29-95, 9-18-14
Previous Coding	Admin. Policy GBK, prior to May 1995; Admin. Policy 7.11, May 1995-August 1996
Legal Ref.	Wisconsin Act 209, 1989
~~Contract Ref.~~	
Handbook	Employee Handbook, 7-1-13
Cross Ref.	

The use of tobacco products and electronic nicotine-delivery devices, regardless of whether such devices actually contain nicotine, shall be prohibited at all times on school premises. (The term *school premises* includes all property owned by, rented by, or under the control of the Board.) The following process for enforcement of this policy shall be employed.

(1) Students. Any violation of Board policy by students shall be subject to current disciplinary procedures as listed in ~~"Guideposts" and~~ the manual for parents and students.

(2) Citizens. Citizens who are observed smoking, ~~or~~ using tobacco products, or using electronic nicotine-delivery devices on school district property shall be asked to refrain from doing so. If the individuals fail to comply with the request, they shall be asked to leave the building and school district property.

(3) Employees. Employees who improperly use tobacco products or electronic nicotine-delivery devices shall be subject to disciplinary action in accordance with the ~~appropriate collective bargaining agreemen~~ Employee Handbook.

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

* * * * *

(Item 3) Action on Resolution 1415R-011 by Director Falk Regarding Revision of Administrative Procedure 5.02(3)(d)(7), Use of School Facilities

Background

On August 21, 2014, the Board referred Resolution 1415R-011 by Director Falk to the Committee on Legislation, Rules and Policies:

Resolution 1415R-011

by Director Falk

WHEREAS, Public schools are often the locus of education within communities; and

WHEREAS, Public schools are public buildings, funded by public tax dollars, and as such should be available for public use whenever possible; and

WHEREAS, Public schools serve as a visible presence of government and democracy at a local, community level; and

WHEREAS, As a nexus of local democracy, public schools should be utilized to facilitate democratic action; and

WHEREAS, By serving as a form of active democracy on a local level, the public school system is in a unique position to use its administrative rules and protocols to facilitate fair and informative elections; and

WHEREAS, As a neutral, democratic, institution, public schools can ensure that forums are conducted in a neutral and fair manner; and

WHEREAS, Public schools should strive to not only educate their students, but to educate the community as a whole; and

WHEREAS, Local community members are more likely to participate and be engaged in forums regarding elections when those forums are held as close to the day of the election as possible; now therefore be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to revise Administrative Procedure 5.02(3)(d)(7) to remove the provision which states, "[n]o permits shall be granted for political public forum meetings to be held within two weeks prior to a primary or election. "

The resolution suggests removing the provision in Administrative Policy 5.02(3)(d)(7), Use of School Facilities, which states, "No permits shall be granted for political public forum meetings to be held within two weeks prior to a primary or election." The Administration has conducted extensive analysis of current statutes associated with the timeline and usage of school facilities for political forums and has found nothing that would prohibit adoption of the resolution.

Per the Office of the City Attorney, however, it is important to note that Wis. stat. 12.03 prohibits electioneering on election day. Electioneering is any activity which is intended to influence voting at an election. Also no person can engage in electioneering on any public property on election day.

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. All costs of services shall be borne by the petitioner, as indicated in 3(d)(9) of Administrative Procedure 5.02.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-011.

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

* * * * *

(Item 4) Action on Resolution 1314R-008 by President Bonds and Proposed Revision of Administrative Policy 6.15, Criminal Background Screening

Background

At its meeting on February 27, 2104, the Board referred Resolution 1314R-008 by President Bonds to the Committee on Legislation, Rules and Policies:

Resolution 1314R-008

by Director Michael Bonds

WHEREAS, According to the U.S. Equal Employment Opportunity Commission, over the last twenty years, there has been a significant increase in the number of Americans in the working-age population who have criminal records; and

WHEREAS, The number of Americans under some form of correctional control involving probation, parole, prison, or jail is currently 1 in every 31 people; and

WHEREAS, The Department of Justice (DOJ) has reported that incarceration rates are disproportionately higher for African American and Hispanic men, at a rate that is two to three times higher than that of the overall population; and

WHEREAS, The DOJ predicts that, if incarceration rates don't fall, approximately 6.6% of individuals born in 2001 will serve time in state or federal prison, which will include 1 in 17 white men, 1 in 6 Hispanic men, and 1 in 3 African American men; and

WHEREAS, The increase in the percentage of Americans under some form of correctional control, and the disproportionate arrests of African Americans and Hispanic males create unfair barriers to employment, especially when minor offenses or those that occurred in the distant past are part of an applicant's evaluation for hire; and

WHEREAS, These statistics point to the creation of a permanent underclass of unemployed citizens who are predominantly minorities; and

WHEREAS, Wisconsin Statute §111.335 provides that an applicant may not be denied employment based on a conviction history unless the conviction "substantially relate[s]" to the job applied for; and

WHEREAS, Over 50 cities and counties nationwide, as well as ten states, have taken steps to eliminate unfair barriers to employment in the hiring practices of their state or local governmental agencies by removing questions about prior convictions from the initial application step and delaying criminal background checks until later in the hiring process; now, therefore, be it

RESOLVED, That the Administration is directed to update Administrative Policy and Procedure 6.15, Criminal Background Screening, and Administrative Policy and Procedure 9.12, Charter Schools, by:

1. clearly defining those misdemeanors and/or felonies that will result in an automatic rejection of an applicant;

2. clearly defining those misdemeanors and/or felonies for which an applicant may be rejected;

3. setting a specific cut-off time whereby prior convictions will no longer be considered;

4. prohibiting the use of background-check sources, such as the Wisconsin Consolidated Court Automation Program (CCAP), that do not provide an accurate or complete picture of an applicant's criminal background;

5. prohibiting an automatic rejection of an applicant for arrests that did not lead to a conviction; for annulled, expunged, or pardoned convictions; or for convictions of summary offenses;

6. requiring any agency that performs a background check on behalf of the district to provide the district with any and all evidence used to support an applicant's rejection, should that applicant appeal his/her rejection; and

7. creating a metric that quantifiably evaluates the connection between the position applied for and the offense insofar as:

    a. the nature of the crime and its direct relationship to the job or occupation;

    b. any information about formal rewards for good conduct;

c. any information about steps that the applicant has taken to become rehabilitated; and

d. the time that has elapsed since the conviction or release and the time of the application; and be it

FURTHER RESOLVED, That the Administration is further directed to update the process by which an applicant may appeal a rejection decision in such a way that clarifies the evidence that may produced to support a claim that the rationale for the rejection does not apply to the applicant, including such evidence as:

1. the facts or circumstances surrounding the offense;

2. the age of the applicant at the time of the offense, versus the applicant's age at the time of his/her application;

3. evidence that the background-check materials contained incomplete or inaccurate information about the applicant's criminal record;

4. evidence that the applicant performed the same type of work, post-conviction, for the same or a different employer, with no known incidents of criminal conduct;

5. the applicant's employment history both before and after the offense;

6. rehabilitation efforts; and

7. employment or character references or any other information regarding the applicant's fitness for the position; and be it

FURTHER RESOLVED, That the Administration is further directed to amend Administrative Policy and Procedure 9.12, Charter Schools, to allow operators of non-instrumentality charter schools to sign waivers of liability in order to hire individuals who have not passed a background check, as long as the offense was not related to sexual assault, abuse of a child, or any act that resulted in violent harm to another; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the April 2014 Board cycle; and be it

FURTHER RESOLVED, That the Administration, going forward and upon the approval of this Resolution, remove the reference to Lexis Nexus from any employment-related communications.

The Office of Human Capital (OHC) conducts criminal background checks for the district. Last year 9,741 criminal backgrounds checks were done. When hiring, the Administration's goal is to select individuals who will best serve and protect the District's students, directly or indirectly.

In the context of criminal background checks, the vulnerability of the student population and the independent nature (e.g., limited supervision) of many job positions require MPS to be more cautious than most employers with respect to criminal offenses. A failure to disqualify an applicant under the criminal background process could result in harm to students, staff, and parents; loss of property; tort claims; discrimination claims; and other adverse consequences.

MPS already provides more protection to applicants than is required by Wisconsin Statutes, which allow educational agencies to disqualify all applicants convicted of a felony. To avoid unnecessarily excluding an applicant and the imposing of an automatic disqualification of felons, MPS conducts an individualized analysis which considers (1) the nature/gravity of the offense; (2) the time that has passed since the offense occurred; and (3) the nature of the job sought. This is consistent with the "Green" factors

which are commonly cited by the Equal Employment Opportunities Commission. To further safeguard the rights of applicants, the current process includes an opportunity for appeal by disqualified applicants. The appeal is reviewed by a three-person panel which examines the Green factors and determines whether the initial decision was correct.

Requiring a formula or a metric to analyze an applicant's criminal background results in an overly mechanical outcome and hinders the Administration's ability to exercise sound judgment and reasonable discretion to individually evaluate the Green factors.

Injecting subjective criteria (e.g., rehabilitation; subsequent good conduct; character references) into the analysis is imprudent because such criteria cannot be regularly weighed or assessed in a uniform, fair manner. Such analysis opens the door to disparate treatment claims based on inconsistent results.

An analysis of subjective criteria would be very time-consuming, substantially delaying the criminal background-check process. The district processes a large volume of criminal background checks, and it is administratively infeasible at current staffing levels to review packets of information involving post-conviction accomplishments and character references.

The Administration believes that more specific information regarding the appeal process and what information will be considered should be provided to applicants and addressed in Administrative Policy 6.15 and the Office of Human Capital's guidelines. These recommended revisions have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.15, Criminal Background Screening

Fiscal Impact Statement

Does not authorize expenditures. It is not anticipated that approval of the Administration's recommendation will necessitate additional board funding. If Resolution 1314R-008 as originally proposed is approved, additional funding will be necessary.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 1314R-008 as amended below;
2. approve the proposed revisions to Administrative policy 6.15, Criminal Background Screening, as presented below; and
3. direct that:
    a. the Administration create a new and independent criminal background appeal committee comprising three to five members, to include one representative from three to five of the following agencies, departments, units, or committees: City Attorney's Office, Office of Accountability and Efficiency, Office of Board Governance, Civil Service Commission, MPS Division of Insurance and Risk Management;
    b. criminal background appeal decisions can be overturned with a majority of voting members present at an appeal hearing;
    c. the Administration is to seek feedback from organizations that work with people with criminal background issues, such as the National Association for the Advancement of Colored People (NAACP), America Civil Liberty Union, etc., as they develop revised policies related to criminal background checks for information and suggestions on best practices in dealing with such a population;

d. a representative (currently not a part of the existing Appeals Committee) from MPS Office of Human Capital coordinate the criminal-appeal process for the Appeals Committee, but as a non-voting member;

e. all misdemeanors related to parking tickets, municipal fines, and operating while under the influence (0WI) — where no one was injured, or if it is not related to the work duty for the position the person is applying for — be excluded as a factor for denying someone employment in MPS;

f. the Administration identify a class of misdemeanors to be excluded as a rejection factor in criminal background checks;

g. in instances in which an applicant has applied for multiple positions within MPS, the criminal background information is to be based on the most current job application;

h. the Administration ensure that every person hired in MPS has had a criminal background check performed prior to starting employment with MPS or being issued an employee ID;

i. the Administration is to provide a clear written explanation of the basis of rejection based on criminal background check and of the timeline for being able to apply for another position based on the nature of the offense;

j. these changes be incorporated in the appropriate MPS policies and procedures; and

k. the Administration is to report back on this item no later than November 2014.

Recommended Revisions to Resolution 1314R-008

RESOLVED, That the Administration is directed to update Administrative Policy and Procedure 6.15, Criminal Background Screening, and Administrative Policy and Procedure 9.12, Charter Schools, by:

~~1. clearly defining those misdemeanors and/or felonies that will result in an automatic rejection of an applicant;~~

1. clearly defining the applicant appeal process; and

~~2. clearly defining those misdemeanors and/or felonies for which an applicant may be rejected;~~

~~3. setting a specific cut off time whereby prior convictions will no longer be considered;~~

~~4. prohibiting the use of background check sources, such as the Wisconsin Consolidated Court Automation Program (CCAP), that do not provide an accurate or complete picture of an applicant's criminal background;~~

~~5. prohibiting an automatic rejection of an applicant for arrests that did not lead to a conviction; for annulled, expunged, or pardoned convictions; or for convictions of summary offenses;~~

~~6~~ 2. requiring any agency that performs a background check on behalf of the district to provide the district with any and all evidence used to support an applicant's rejection, should that applicant appeal his/her rejection; and be it

~~7. creating a metric that quantifiably evaluates the connection between the position applied for and the offense insofar as:~~

~~a. the nature of the crime and its direct relationship to the job or occupation;~~

~~b. any information about formal rewards for good conduct;~~

~~c. any information about steps that the applicant has taken to become rehabilitated; and~~

~~d. the time that has elapsed since the conviction or release and the time of the application; and be it~~

FURTHER RESOLVED, That the Administration is further directed to review and update the Office of Human Capital's appeal process by which an applicant may appeal a rejection. ~~decision in such a way that clarifies the evidence that may produced to support a claim that the rationale for the rejection does not apply to the applicant,~~ The applicant may provide ~~including~~ such evidence as:

1. the facts or circumstances surrounding the offense;
2. the age of the applicant at the time of the offense, versus the applicant's age at the time of his/her application;
3. evidence that the background-check materials contained incomplete or inaccurate information about the applicant's criminal record;
4. evidence that the applicant performed the same type of work, post-conviction, for the same or a different employer, with no known incidents of criminal conduct;
5. the applicant's employment history both before and after the offense;
6. rehabilitation efforts; and
7. employment or character references or any other information regarding the applicant's fitness for the position~~; and be it~~.

~~FURTHER RESOLVED, That the Administration is further directed to amend Administrative Policy and Procedure 9.12, Charter Schools, to allow operators of non instrumentality charter schools to sign waivers of liability in order to hire individuals who have not passed a background check, as long as the offense was not related to sexual assault, abuse of a child, or any act that resulted in violent harm to another; and, be it~~

~~FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the April 2014 Board cycle; and be it~~

~~FURTHER RESOLVED, That the Administration, going forward and upon the approval of this Resolution, remove the reference to Lexis Nexus from any employment-related communications.~~

— — —

Recommended Revisions to Administrative Policy 6.15, Criminal Background Screening

Administrative Policy 6.15
CRIMINAL BACKGROUND SCREENIN

(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 ~~Department of Human Resources~~ Office of Human Capital shall conduct a ~~crime information records~~ 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 ~~crime~~ criminal background check reveals a conviction ~~or pending charge~~ which the candidate failed to disclose as required on his/her application form, the ~~Department of Human Resources~~ Office of Human Capital reserves the right to reject the application for employment.

(3) If the ~~crime records~~ criminal background check confirms a conviction ~~or pending charge which the candidate acknowledged on the application form~~, 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~~/pending charge~~ 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.

(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.

~~(4)~~ (5) The ~~Department of Human Resources~~ Office of Human Capital 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 ~~Resources~~ Capital staff prior to the appointment of any person to either a full-time or part-time position.

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

* * * * *

(Item 5) Action on Resolution 1415R-005 by President Bonds to Establish a Regional Transportation System

Background

At its meeting on July 31, 2014, the Board referred Resolution 1415R-005 by President Bonds to establish a regional transportation system to the Committee on Accountability, Finance and Personnel:

Resolution 1415R-005

by Director Bonds

WHEREAS, 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; and

WHEREAS, Milwaukee Public Schools' Administrative Policy 4.04 states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students; and

WHEREAS, The last revision to this policy was in 2009, since when the MPS regional structure has changed; and

WHEREAS, The District has projected approximately $60 million in spending for student transportation for the Fiscal Year 2015; and

WHEREAS, At a time when the District continues to compete with non-public schools for enrollment and is struggling to keep quality programs in the schools as well as

maintain to a fiscally responsible budget, our transportation strategy should again be reviewed; now, therefore, be it

RESOLVED, That the Administration is to design a taskforce for the creation of a regional transportation system of busing built around the current MPS regional structure; and be it

FURTHER RESOLVED, That the Administration is to review current MPS policies and procedures to determine ways in which to eliminate mass busing within the District to the greatest extent possible allowed under the statutes; and be it

FURTHER RESOLVED, That such procedures shall allow for the continuation of busing to city-wide schools; and be it

FURTHER RESOLVED, That, as part of the effort to reduce mass busing, the sibling preference be eliminated; and, be it

FURTHER RESOLVED, That all applicable policies and procedures be updated to reflect the new transportation model and brought to the Board, through its Committee on Legislation, Rules and Policies, for final approval; and, be it

FURTHER RESOLVED, That the Administration is to report the steps taken toward implementation no later than the October Board cycle.

Wisconsin State Statutes, section 121.54(2)(a), state that "every school board shall provide transportation to and from public school for all pupils who reside in the district 2 miles or more from the nearest public school they are entitled to attend."

Milwaukee Public Schools' Administrative Policy 4.04(1)(a)(1), Conditions of Distance, states that Milwaukee-resident students in grades K-8 are eligible for transportation if "…the residence is two miles or more from the district school."

Milwaukee Public Schools' Administrative Policy 4.04(1)(a)(2), Conditions of Distance, states that Milwaukee-resident students in grades 9-12 are eligible for transportation if "…the residence is two miles or more from the district school and more than one mile walking distance from public transportation."

Milwaukee Public Schools' Administrative Policy 4.04(4)(a), Racial Balance, Modernization, Overload and Lack of Facility, states "Transportation is provided to Milwaukee resident students enrolled in Milwaukee public Schools who participate in educational programs that work toward a more integrated society, when a school tends to become racially imbalanced, when it becomes necessary to modernize a school facility, to accommodate temporary enrollment overloads, or when the district school facility will not accommodate the students who reside in the attendance area."

Resolution 1415R-005 explicitly allows for the continuation of busing for mandated programs and city-wide schools.

Please see attachment to the minutes of your Committee's meeting for an overview of the MPS transportation services.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 4.04, Student Transportation Services

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 1415R-005 by Director Bonds to establish a regional transportation system, but only in regard to a pilot program in the Central Region, which has the highest rate of student mobility, to include the Commitment Schools located in that geographical region, and with the removal of the Further Resolved clause calling for the elimination of the sibling preference; and

2. direct the Administration to develop a plan and report back to the Board in March 2015.

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

* * * * *

(Item 6) Action on Resolution 1415R-008 by Director Sain Regarding the "Fair Play" Campaign

Background

At its meeting on July 31, 2014, the Board referred Resolution 1415R-008 by Director Sain to the Committee on Legislation, Rules and Policies:

Resolution 1415R-008

By Director Sain

WHEREAS, A "Fair Play" campaign was launched in April 2013, aimed at providing adequate outdoor public school athletic facilities and recreational park spaces for children in Milwaukee County; and

WHEREAS, The "Fair Play" campaign is leading an effort to secure new public funding to upgrade and fix these facilities for our children throughout Milwaukee County through creative methods, including leveraging some of the public funds that will be used to build a new arena for the Milwaukee Bucks; and

WHEREAS, The "Fair Play" campaign is focused on utilizing these public funds to transform public school athletic facilities, providing Milwaukee County children with an opportunity to foster athletic greatness and healthier lifestyles; and

WHEREAS, Of the more than 278 outdoor athletic facilities inspected throughout Milwaukee County by the campaign, approximately two-thirds were found to be subpar; and

WHEREAS, MPS has multiple outdoor athletic facilities that, if funding were available, could benefit from upgrades; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors supports the spirit of the "Fair Play" campaign and its efforts to secure new public funding to upgrade public school athletic facilities and recreational park spaces for children in Milwaukee County; and be it

FURTHER RESOLVED, That, if the "Fair Play" campaign is able to secure funding for the renewal and upgrade of public school athletic facilities, the Milwaukee Board of School Directors will then revisit the need to allocate staff and resources to aid in the upgrade of MPS's outdoor athletic facilities.

A "Fair Play" campaign was launched in April 2013, aimed at providing adequate outdoor public school athletic facilities and recreational park spaces for children in Milwaukee County. The "Fair Play"

campaign is leading an effort to secure new public funding to upgrade and fix these facilities for our children throughout Milwaukee County through creative methods, including leveraging some of the public funds that will be used to build a new arena for the Milwaukee Bucks. The "Fair Play" campaign is focused on utilizing these public funds to transform public school athletic facilities, providing Milwaukee County children with an opportunity to foster athletic greatness and more healthful lifestyles. MPS has multiple outdoor athletic facilities that, if funding were available, could benefit from upgrades.

A group called the Cultural and Entertainment Capital Needs Task Force has been meeting to discuss funding options related to the new arena. In a Milwaukee Journal Sentinel article dated August 25, the task force meeting scheduled for September 29, at the Milwaukee Public Museum was highlighted. The article included further detail on financing options to be discussed at that meeting. From the article:

> The panel is expected to discuss in greater detail an array of tax options to address ongoing capital needs in the region's cultural and entertainment institutions.
>
> Those options could include a sales tax, a sin tax, a ticket tax or fee, or a so-called jock tax. The jock tax would divert income taxes now paid by visiting athletes to the state, and perhaps those of in-state professional athletes, toward financing capital improvements.
>
> The advisory group has been meeting for months but has not reached a consensus on how best to finance capital improvements in the region. In July, the group heard from representatives in Cleveland, Denver and Oklahoma City on how those metropolitan areas upgraded community facilities. Denver and Oklahoma City have opted for sales taxes to finance improvements, while Cleveland has relied on a sin tax on alcohol and cigarettes.

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. If the Board chooses to adopt the resolution, the Administration will conduct a full fiscal analysis relative to implementing the resolution and bring that analysis before the Board for approval.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-008 as amended below.

RESOLVED, That the Milwaukee Board of School Directors supports the spirit of the "Fair Play" campaign and its efforts to secure new public funding to upgrade public school athletic facilities and recreational park spaces for children in Milwaukee County and that does not require MPS to secure additional taxpayer support; and be it

FURTHER RESOLVED, That, if the "Fair Play" campaign is able to secure funding for the renewal and upgrade of public school athletic facilities, and that does not require MPS to secure additional taxpayer support, the Milwaukee Board of School Directors will then revisit the need to allocate staff and resources to aid in the upgrade of MPS's outdoor athletic facilities.

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

* * * * *

(Item 7) Action on a Request to Revise Administrative Procedure 8.01, Student Nondiscrimination; Administrative Policies 8.23, Weapons in the Schools (and Criminal Offenses); 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedure 8.28, Student Discipline

Background

Administrative Procedure 8.01, Student Nondiscrimination; Administrative Policies 8.23, Weapons in the Schools (and Criminal Offenses); 8.28, Student Discipline; 8.32,Student Expulsion; and Administrative Procedure 8.28, Student Discipline, and its predecessors have been used to ensure fair and equitable treatment of all students and due-process procedures for student discipline.

The recommended revisions to the policies and procedures will align to current administrative practices and reflect recent changes to the student discipline code of conduct as well as the new student information system (Infinite Campus).

The revisions being brought forth have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No Fiscal Impact.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the revisions to Administrative Procedure 8.01, Student Nondiscrimination; Administrative Policies 8.23, Weapons in the Schools (and Criminal Offenses); 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedure 8.28 as presented at the end of this item;
2. direct the Administration to bring back an analysis of the implementation of this resolution by the November 2014 Board cycle; and
3. in cases in which the Administration finds difficulty in providing appropriate services, allow the Administration to delay providing services to expelled students until the second semester of the 2014-15 school year.

Proposed Revisions to Policies and Procedures:

Administrative Procedure 8.01
Student Nondiscrimination

(1) COMPLAINT PROCEDURES

Any complaint regarding the possible violation, interpretation, or application of the district's student nondiscrimination policy shall be processed in accordance with the following procedures:

(a) RECEIVING AND RECORDING THE COMPLAINT

Step 1: If any person believes that Milwaukee Public Schools or any school district official or employee has engaged in discrimination that is prohibited by section 118.13, Wis. Stats., he/she may bring or send a written complaint to the designated district employee:

Executive Director, Office of Family and Student Services
Milwaukee Public Schools
Central Services Building, Room ~~272~~ 133
5225 West Vliet Street
P.O. Box 2181
Milwaukee, WI 53208-2181

Step 2: The designated employee, upon receiving such a written complaint, shall immediately record the receipt of the written complaint. Within 45 days after receiving the written complaint, the designated employee shall provide the complainant with written acknowledgment of the receipt of the written complaint, including the date the complaint was received.

(b) INVESTIGATING AND RESOLVING THE COMPLAINT

Step 3: Upon receipt of a complaint, the designated employee shall convene a committee consisting of the Superintendent, or his/her designee, the ~~Chief of the Office of Pupil Services,~~ Executive Director, Office of Family and Student Services or his/her designee; and the Chief of the Office of ~~Academic Excellence~~ School Administration, or his/her designee. This committee will be responsible for coordinating an investigation of the allegation; ~~and will investigate~~ investigating the circumstances of the alleged discrimination; reviewing with the building principal, or other appropriate persons, the facts surrounding the alleged discrimination; ~~determine~~ determining whether or not a violation has occurred; ~~determine~~ and determining the action to be taken, if any.

The designated employee will report in writing the committee's findings and resolution of the case to the complainant and to the superintendent. The written determination shall be provided to complainant within 90 days of receipt of the written complaint, unless the complainant and designated employee agree otherwise in writing.

(2) APPEAL PROCESS

Step 1: If a complainant wishes to appeal the determination of the committee, he/she has the right to appeal the decision to the State Superintendent within 30 days of the committee's decision. If the school district or its employees have failed to comply with the provisions of PI 9.04(2), the complainant may appeal directly to the State Superintendent. Any appeal should be addressed to:

State Superintendent
Department of Public Instruction
125 South Webster Street
P.O. Box 7841
Madison, WI 53707

The written determination shall include Notice of the Complainant's right to appeal the determination to the state superintendent and the procedures for making the appeal.

Step 2: Appeals under 20 U.S.C. sec. 1415 and Chapter 115, Wis. Stats., relating to the identification, evaluation, educational placement, or the provision of a free appropriate public education of a child with a~~n exceptional~~ special educatio~~nal~~ need, shall be resolved through the procedures authorized by Chapter 115, subchapter V, Wis. Stats. Complaints under 20 USC 1231e-3 and 34 CFR secs. 76.780-76.782 that the state or a sub-grantee is violating a federal statute or regulation that applies to a program shall be referred directly to the state superintendent.

Step 3: Discrimination complaints on some of the above bases may also be filed with the federal government at the:

U.S. Department of Education
500 W. Madison Street, Suite 1475
Chicago, IL 60661
Telephone: 312-730-1560
Fax: 312-730-1576

— ◊ —

Administrative Policy 8.23
Weapons in the Schools (and Criminal Offenses)

(1) WEAPONS

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

1. A dangerous weapon is a gun, knife, razor, karate stick, metal knuckle, or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm.

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

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

(b) An elementary-, middle-, or high-school student in possession of a weapon ~~(knife, razor, karate stick, metal knuckle, pepper spray) which by its design and intended purpose is to inflict bodily harm~~ shall be recommended for expulsion. The length of the expulsion shall be recommended by the Administration.

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

1. Elementary-, middle-, and high-school students may remain at the present site at the recommendation of the school administrator.

2. High- and middle-school students may be assigned to a~~n alternative~~ Milwaukee Public ~~s~~School behavior reassignment ~~school~~.

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

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

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

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

(2) OTHER CRIMINAL OFFENSES

(a) CRIMINAL OFFENSES OTHER THAN WEAPONS POSSESSION OR USE

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

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

a. Battery — Intentional physical or offensive contact without consent

b. Assault — ~~Threat with intent to place a person in imminent danger of harmful or offensive contact without the person's consent~~ An attempt or threat to physically harm another person with the apparent present ability to do so and the victim has reasonable fear or apprehension of immediate bodily harm. Assault is committed without physical contact.

c. Sexual Assault — Intentional sexual contact of a harmful or offensive nature

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

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

(b) POSSESSION/OWNERSHIP AND USE OF ILLEGAL DRUGS OR ALCOHOL — POSSESSING, HAVING UNDER ONE'S CONTROL, OR USING ANY CONTROLLED SUBSTANCE OR ALCOHOLIC BEVERAGE)

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

(c) GANG ACTIVITY — DISRUPTION AND INTIMIDATION CAUSED BY GANG SYMBOLS ON MATERIALS, JEWELRY, OR CLOTHING

A student verified of gang activity shall be recommended for removal from his/her present school and reassigned. After the second offense, the student shall be reassigned to a Milwaukee Public School alternative school. ~~that specializes in meeting the needs of at-risk or troubled students~~

(d) EXTORTION, ROBBERY, ARSON, AND BOMB THREATS

Depending on the seriousness of the criminal offenses, such students may be:

- allowed to continue in the assigned school (elementary, middle, or high)
- reassigned to another school (elementary)
- reassigned to an Milwaukee Public School ~~alternative school~~ behavioral reassignment program (elementary, middle, and high)
- ~~reassigned to the assessment center (middle and high)~~
- recommended for expulsion (elementary, middle, and high)

(e) HAZING — INTENTIONAL OR RECKLESS ENGAGEMENT IN ACTS WHICH ENDANGER THE PHYSICAL HEALTH OR SAFETY OF A STUDENT FOR THE PURPOSE OF INITIATION OR ADMISSION INTO OR AFFILIATION WITH ANY ORGANIZATION OPERATING IN CONNECTION WITH A SCHOOL, COLLEGE, OR UNIVERSITY

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

2. Depending on the seriousness of the ~~criminal~~ offense~~s~~, such students may be:

- allowed to continue in the assigned school (elementary, middle or high)
- reassigned to another school (middle or high)
- reassigned to a Milwaukee Public School ~~alternative school~~ behavioral reassignment school ~~program (elementary, middle, and high)~~

- ~~reassigned to the assessment center (middle and high)~~
- recommended for expulsion (elementary, middle and high)

(3) STUDENT EXPULSION HEARINGS

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

~~1.~~(b) Students expelled from the Milwaukee Public Schools shall be offered educational services ~~for any violent offense shall lose their rights to all Milwaukee Public Schools educational services within a regular school; however, the Independent Hearing Panel may recommend services to be provided by a Milwaukee Public School partnership school~~.

~~2. Students expelled from the Milwaukee Public Schools for non-violent offenses shall be offered educational services in an MPS alternative, partnership, or charter school; in the CESA #1 Virtual School; in a special MPS educational Program; or in another MPS or MPS-authorized program.~~

~~(b) Students returning to school at the end of their expulsion periods shall be assessed to determine which educational program is most appropriate. Following a period of assessment, the Department of Parent and Student Services shall reassign the student.~~

(4) INDEPENDENT HEARING ~~PANEL~~ OFFICER

(a) Student expulsions from the Milwaukee Public Schools shall be ordered by an ~~three-member~~ Independent Hearing ~~Panel~~ Officer in accordance with Administrative Policy 8.33.~~selected from a pool of Milwaukee Public Schools Central Services administrators and community persons~~. ~~Two of the three Independent Hearing Panel members must be Milwaukee Public Schools Central Services administrators. Only one panel member may be from the community. This may be augmented by one non-voting non-Milwaukee Public School ombudsperson.~~

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

(5) BEHAVIORAL REASSIGNMENT ~~PROGRAMS~~ SCHOOLS

(a) Students expelled from the Milwaukee Public Schools ~~for non-violent offenses~~ shall be offered educational services ~~in an MPS alternative, partnership, or charter school; or in the CESA #1 Virtual School, in a special MPS educational program; or in another MPS or MPS-authorized program~~.

(b) ~~Special alternative schools (behavioral reassignment programs) have been identified for students who have committed offenses other than those described in 8.23(1) and 8.23(2).~~ After being assigned to a behavioral reassignment ~~program~~ school by the Student Services coordinator, the student and his/her parent shall be requested to sign an educational contract which describes the behavior, attendance, and academic requirements which the student must maintain while in the behavioral ~~program~~.school. When the student has shown progress in attendance, academic achievement, and behavior and is ready to return to a regular school, the Student Services coordinator shall make the appropriate assignment.

(6) ~~EXCEPTIONAL EDUCATION~~ SPECIALIZED SERVICES

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

(7) ADMINISTRATIVE TRANSFERS TO ALL SCHOOLS

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

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

(c) Once a student has an administrative transfer for behavioral reasons, the student shall be placed on probation for the remainder of the semester ~~of placement if recommended by the coordinator~~. If the student breaks the probationary provision of the assignment, the student shall be referred to the ~~Division of Parent/~~Office of Family and Student Services for appropriate disciplinary action.

(8) APPLICATION — GRADES K-8

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

~~(b) Every child in grades K through 5 who is involved in a criminal offense shall receive diagnostic, prescriptive, and follow-up services in addition to whatever disciplinary action is taken.~~

~~(9) POSTING OF POLICY~~

~~The Administration shall post in prominent places within the schools the Board expulsion policy above. Continuing efforts shall be made to communicate such policy through the mass media, community groups, and parent meetings.~~

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Administrative Policy 8.28
Student Discipline

History	*Adopted 6-30-75; revised 1980, 6-29-82, 8-29-84, 3-29-95, 10-30-96, May 1999, 5-30-02, 6-24-10, 9-22-11*		
Previous Coding	*Admin. Policy JG, prior to May 1995; Admin. Policy 10.28, May 1995-August 1996*		
Legal Ref.			
~~*Contract Ref.*~~	~~*MTEA Contract (Teachers, School Aides)*~~		
Cross Ref.	*Handbook on Student Rights and Responsibilities*		
	Admin. Policy	*8.17*	*School Rights, Responsibilities and Discipline*
		8.19	*Student Conduct*
		8.22	*Alcohol Use by Students/Student Drug Abuse*
		8.23	*Weapons in the Schools*
		8.31	*Student Suspension*
		8.32	*Student Expulsion*
	Admin. Proc.	*8.28*	*Student Discipline*

(1) GENERAL PRINCIPLES

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

(b) All schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption. Rules

governing in-school discipline — which should be established by the school administration after consultation with representative students, teachers, and parents — must be within policy guidelines established by the Board. The Board expects discipline to be administered in a nondiscriminatory manner and that disciplinary actions be appropriate to the circumstances.

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

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

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

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

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

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

(2) ADMINISTRATIVE TRANSFERS

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

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

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

(3) ADDITIONAL DISCIPLINARY REQUIREMENTS, PROCEDURES

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

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

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

~~(d) Assault and/or battery by a student on a staff member shall result in a recommendation for the expulsion of the student.~~

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

~~(f) If the student refuses to leave the school and/or grounds, and administrative means exclusive of the use of teacher(s) or aide(s) proves inadequate to remove the student, other appropriate assistance shall be utilized. Prior to the reinstatement of the student, the teacher and the administrator handling the matter shall confer with regard thereto. Where necessary, appropriate personnel shall be available to escort students referred for disciplinary action to the office.~~

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

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

~~(i) The district's Incident Referral Form shall be printed in triplicate.~~

(4) STUDENT COURT

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

(5) CODE OF SCHOOL/CLASSROOM CONDUCT

(a) PURPOSE

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

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

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

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

(b) STUDENTS' RESPONSIBILITIES

1. It is the student's responsibility to:

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

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

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

d. peacefully resolve conflicts and disputes with others;

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

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

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

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

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

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

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

c. ~~T~~traveling to and from school, including bus transportation.

3. Student conduct that violates the Code of School/Classroom Conduct and which is dangerous, disruptive, unruly, or interferes with the teacher's ability to teach effectively shall not be tolerated. Any student who engages in such conduct shall be subject to discipline, which may include removal from class, school suspension, removal from school, placement in an alternative education setting, a recommendation for expulsion from the Milwaukee Public Schools, or any other disciplinary action deemed appropriate at the school level. Criminal acts shall require police intervention.

(c) STUDENTS WITH DISABILITIES

The Code of Classroom Conduct applies to students with disabilities. The student's Individualized Education Plan, behavioral intervention plan, and the due-process procedures regarding discipline for students with disabilities shall be followed ~~in~~ when disciplining students with disabilities.

(d) REMOVAL OF STUDENT FROM CLASSROOM

1. The teacher may remove from the classroom any student~~s~~ who violates the Code of School/Classroom Conduct. ~~The~~ ~~t~~Teachers must notify the principal or the principal's designee immediately of the removal of a student from class ~~by~~ by completing the Behavior Referral form. The ~~the Incident~~ Behavior Referral Form shall indicate that the student has violated the Code of School/Classroom Conduct to the principal or the principal's designee. The teacher may, within 24 hours of the student's removal from class, provide the administration with additional written documentation to support the removal of the student for the code violation. Schools may develop alternate local forms that communicate inappropriate student conduct that has not reached the severity of a code violation that results in the referral to the principal or principal's designee.

2. The principal or principal's designee shall determine the disciplinary action level 1-4 and initiate the appropriate discipline action for the disposition of the violation of the Code of School/Classroom Conduct. The principal or designee may:

a. re-admit the student to the classroom from which the student was removed;

b. place the student in another classroom or appropriate location in the school;

c. issue a pending suspension, ~~an in-house suspension,~~ or a suspension from school; or

d. initiate a Central Services referral for removal from the school or to recommend the expulsion of the student~~; or~~.

~~e. place the student in a Milwaukee Public Schools alternative education program in which a seat is available.~~

3. The principal or designee shall consider the following factors in determining the appropriate discipline action:

a. Is the removal reasonable, non-discriminatory, and for an educational purpose?

b. Severity of the conduct — Is the conduct in question subject to other disciplinary procedures?

c. What resources are available?

d. What are the state and Federal legal requirements?

(e) PARENT/GUARDIAN NOTIFICATION OF REMOVAL OF PUPIL WHO HAS BEEN REMOVED FROM CLASS

1. The building principal or designee shall notify the parent/guardian in writing if a disciplinary action has resulted in a suspension ~~(in-house or out-of-school~~) or change in classroom placement. The written notice shall include the reason for removal and the disciplinary outcome.

2. Board policies and federal and state laws and regulations shall be followed if a student removed from class has a disability. Parent/guardian notification and an updated Individualized Education Plan must occur for a change in placement.

3. When a student is subject to a suspension or expulsion, the parent/guardian shall be notified in accordance with state laws and Board policies.

~~(f) Conduct that Violates the Code Expectations or Code of Conduct Principles~~

~~Examples of Conduct That Violates the Code~~	~~Definition~~	~~Action Levels Min~~	~~Max~~
~~Weapons~~			
~~Guns~~	~~Possession of, use of, or threat to use a gun.~~	~~4~~	~~4~~
~~Other Weapons~~	~~Possession of any object which by its design and intended purpose is to inflict bodily harm~~	~~4~~	~~4~~
~~Illegal Drugs and Alcohol~~	~~Possessing, having under one's control, or using any controlled substance/alcoholic beverage~~	~~3~~	~~4~~
~~Gang Activity~~			
~~Gang Symbols~~	~~Disruption and intimidation caused by gang symbols on materials, jewelry, or clothing~~	~~3~~	~~3~~

~~Posturing~~	~~Gang posturing which provokes an altercation.~~	~~2~~	~~4~~
~~Fighting~~	~~Involvement in a gang fighting exchange of blows~~	~~2~~	~~4~~
~~Assault~~	~~Verbal or physical threat with intent to place a person in imminent danger of harmful or offensive contact without the person's consent.~~ ~~An attempt or threat to physically harm another person with the apparent present ability to do so and the victim has reasonable fear or apprehension of immediate bodily harm. Assault is committed without physical contact~~	~~4~~	~~4~~
~~Personal Threat~~	~~Intent to do bodily harm, threats.~~	~~1~~	~~3~~
~~Bullying~~	~~Unfair, one sided, repetitive, unwanted deliberate harming of another with unequal power through physical, verbal, cyber or proxy bullying.~~	~~1~~	~~4~~
~~Fighting~~	~~Pushing and shoving~~	~~1~~	~~4~~
	~~Exchange of physical blows.~~	~~2~~	~~4~~
~~Verbal Abuse~~			
~~Profanity~~	~~The use of language, either written or spoken, or conduct or gestures which are obscene, lewd, profane, vulgar, or sexually suggestive.~~	~~1~~	~~4~~
~~Harassment~~	~~Disturbing by pestering, tormenting, or threatening.~~	~~1~~	~~4~~
~~Repeated Classroom Disruption~~	~~Confronting staff argumentatively, throwing objects, refusing to follow directions, or making loud noises.~~	~~1~~	~~4~~
~~Chronic Disruption by Violation of School Rules~~	~~Behavior that disrupts the educational process of others by involvement in misconduct that recurs on a regular basis over a period of time~~	~~2~~	~~4~~

~~Action Level Key:~~

~~1~~	~~Conference/Intervention~~	~~3~~	~~Referral to the Division of Parent/Student Services~~
~~2~~	~~Suspension~~	~~4~~	~~Expulsion recommendation~~

~~(g)~~(f) DISCIPLINARY ACTION LEVELS (1-4)

The following summarizes those actions available to administrators to address violations of the Milwaukee Board of School Directors' Code of School/Classroom Conduct. Administrators are not required to proceed sequentially through the Disciplinary Action Levels.

Level 1 — Conference/Intervention

At this level, administrators may choose to:

- detain and counsel;
- make a phone call to the parent/guardian;
- send a letter to the parent/guardian;
- assign detentions to be served during non-school periods;
- ~~convene the Collaborative Support Team to prepare a behavior plan;~~
- ~~assign the student a school or community mentor;~~
- ~~refer the student for special education;~~
- ~~assign~~ provide the student ~~to~~ with a district-approved intervention ~~program~~;
- ~~assign~~ provide the student ~~to~~ with individual and/or group counseling by a counselor, school social worker, psychologist, or other support staff member; or
- take action at the discretion of the administrator.

Level 2 — Suspension

At this level, administrators may choose to:

- ~~assign~~ issue the student a~~n in-house~~ suspension;
- issue the student a pending suspension (requires a parent conference for reinstatement); or
- assign a regular suspension to be served at home for 1-3 days.

Level 3 — Referral to the Office of Family Services

At this level, students are automatically suspended for five days and a hearing is scheduled. Based on the evidence presented, the hearing officer may:

- reinstate the student;
- transfer the student; or
- recommend expulsion

Level 4 — Expulsion Recommendation

At this level, students may be suspended for up to 15 days when a notice of expulsion is given to the student and parent/guardian. The district must conduct the expulsion hearing within 15 days or, if unable to do so, return the student to a school placement or provide homebound instruction, pending the expulsion hearing.

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Administrative Policy 8.32
Student Expulsion

(1) In accordance with state statutes, a student may be expelled from school by the Board or by an Independent Hearing Officer (IHO) of the Board if the Board or IHO finds that:

(a) the student is guilty of repeated refusal or neglect to obey Board or school rules; or

(b) the student knowingly conveyed, or caused to be conveyed, any threat or false information concerning an attempt or alleged attempt being made to destroy any school property by means of explosive; or

(c) the student engaged in conduct, while at school or while under the supervision of a school authority, which endangered the property, health, or safety of others, ~~or at school under the supervision of a school authority~~; or

(d) The student, while not at school or while not under the supervision of a school authority, engaged in conduct which endangered the property, health, or safety of others at school or under the supervision of a school authority; or

(e) The student endangered the property, health, or safety of any employee or school board member of the school district in which the pupil is enrolled; or

(f) The student who is at least 16 years old repeatedly engaged in conduct, while at school or while under the supervision of a school authority, that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or at an activity supervised by a school authority, and that such conduct does not constitute grounds for expulsion under sec. 120.13(1)(c), and the interest of the school demands the student's expulsion; or

(g) The student shall be expelled from school for not less than one year whenever the Board or Independent Hearing Officer finds that the student, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C. §921(a)(3).

(2) If a student is expelled, he/she shall not be permitted to return to the Milwaukee Public Schools for the period of expulsion, unless the decision is changed by the Board, or the student meets ~~the expulsion order specifies one or more~~ the early-reinstatement conditions specified in the expulsion order. ~~that an expelled student must meet before he/she may be granted early reinstatement or that an expelled student is required to meet after his/her early reinstatement but before the expiration of the period of expulsion.~~

(3) Students expelled from the Milwaukee Public Schools f~~or non-violent offenses~~ shall be offered educational services ~~in an M~~PS ~~alternative, or partnership or charter school; in a special MPS educational Program; or in another MPS or MPS-authorized program~~.

(4) Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary ~~only very rarely~~ in the Milwaukee Public Schools. ~~Students found guilty of serious misconduct shall be expelled~~. To be sure that such a step is taken only when absolutely necessary, the Board shall hold a hearing before it orders an expulsion. Students and their parents or guardians shall be entitled to be legal representation at such hearings or to be represented by a lawyer or other persons of their choice.

(5) Whenever a student is expelled from school, the decision may be appealed at any time to the State Superintendent of the Department of Public Instruction. The Department of Public Instruction's decision may be appealed within 30 days to the circuit court of the county in which the school is located.

(6) Every student with an Individualized Education Plan (IEP) ~~special education needs (SEN)~~ shall receive appropriate educational services during an expulsion period.

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Administrative Procedure 8.28
Student Discipline

History	*Adopted 7-27-99*
Previous Coding	
Legal Ref.	*IDEA regulations regarding discipline under 34 C.F.R. §§300.121~~(d) and 300.519-529; W.S. 118.~~15 300.530-536*
Contract Ref.	
Cross Ref.	*Handbook on Student Rights and Responsibility* *Admin. Policy 8.17 Student Rights Responsibilities and Discipline* *8.19 Student Conduct* *8.22 Alcohol Use by Students/Student Drug Abuse* *8.23 Weapons in the Schools* *8.28 Student Discipline*

(1) ~~DISCIPLINARY~~ ADMINISTRATIVE TRANSFER ~~HEARINGS~~ CONFERENCE

(a) The involuntary transfer of students from one school to another or to a behavior~~al alternative~~ reassignment ~~program/partnership~~ school for disciplinary reasons will normally be utilized only after all intermediate methods have been exhausted or when a breach of discipline is of such a severe nature that the student's continued attendance in school would be detrimental to the child, other members of the student body, or building staff. These intermediate methods should include, but are not limited to, parent-teacher conferences, ~~assignment of~~ referral to the school's social worker or ~~assignment of staff~~ psychologist, parent-teacher-administration conferences, suspensions, and new assignment within building.

(b) Prior to any ~~hearing~~ conference regarding disciplinary transfer, the affected student and his/her parents or guardian shall confer informally, unless the parent or guardian does not wish to do so, with administrative and teaching personnel, including the student's teacher(s), to explore ways of eliminating the need for disciplinary transfer, including apologies and conciliation where appropriate. This meeting will be held within 24 hours where the parties are available and must be held within three days of any suspension if the student was suspended for a serious breach of discipline and his/her return to school is in question.

(c) If, after the informal conference, these parties are unable to develop acceptable alternatives, the matter will be referred to the ~~Department of Parent and~~ Office of Family and Student Services for consultation. At the end of the informal conference, the parents or guardians will be given a copy of this procedure. The principal shall explain to the parent or guardian his/her right to legal or non-legal representation at this conference.

(d) Following the conference with a student services coordinator from the ~~Department of Parent~~ Office of Family and Student Services, the decision may involve the transfer of the student from the school. Regardless of whether or not the parent or guardian consents to or contests the transfer, he/she will be given an explanation of the decision and of the action still available to them. The principal shall prepare a report detailing the reasons for his/her recommendation for disciplinary transfer and shall include any concurring or dissenting opinions of other school personnel.

(e) The sending school and the student classroom teacher(s) will also prepare a report detailing the educational progress of the student and shall prepare for the proposed new teacher any suggestions which will aid the student's development.

(f) In the event that the parent or guardian does not agree with the principal's recommendation for transfer and the student services coordinator's concurrence in the recommendation for transfer, the matter may be appealed to the ~~Department of Parent~~ Office of Family and Student Services for a prompt impartial ~~hearing~~ conference before ~~the Director~~ a supervisor of the ~~Department of Parent~~ Office of Family and Student Services.

(g) In the event that the parent or guardian does not agree with the decision of the ~~hearing officer,~~ supervisor he/she may appeal said decision to the Director of the ~~Department of Parent~~ Office of Family and Student Services.

(h) During the Central Services ~~hearing~~, conference, the principal will furnish a copy of his/her report ~~discussed in the last sentence of number (3) above~~ to the parent or guardian. Failure to provide such report shall entitle the parent or guardian to an extension of one day without penalty to the student in order to prepare for the ~~hearing~~ conference.

(i) If the parent or guardian accepts the recommendation of the school administration and the staff of the ~~Department of Parent~~ Office of Family and Student Services and validly waives the ~~hearing~~ conference, the decision of the parent or guardian will become final after 48 hours.

(j) The pre-transfer evidentiary ~~hearing~~ conference referred to above shall be conducted according to the following procedures:

1. The parent or guardian shall receive notification at least two days prior to the ~~hearing,~~ conference, and the ~~hearing~~ conference shall be private.

2. Parent or guardian shall have the right to be represented by counsel (attorneys or non-attorneys) ~~provided by themselves.~~at their own expense.

3. Parent or guardian shall have the right to ~~confront~~ question and cross-examine any and all witnesses.

4. Parent or guardian shall have the right to present evidence and witnesses on the child's behalf.

5. The ~~hearing officer's~~ student services coordinator's recommendation shall rest upon evidence produced at the ~~hearing.~~ conference.

6. All parts of the child's school record available under Wisconsin law will be made available to the parent prior to the ~~hearing.~~conference. This includes data in paragraphs (b) and (c). Those portions of the record which ~~the hearing board feels~~ are not ~~available~~ considered a student record under Wisconsin law shall be deleted, and the parent would be advised if any deletions were so made.

7. The principal and other school administrative personnel have the burden of proof in establishing that the student's conduct, based on the student's record, is sufficiently severe to justify disciplinary transfer as the only appropriate educational alternative.

(k) Upon notification of the ~~hearing~~ conference decision and of the right to appeal, the parent or guardian shall have the right to appeal in writing within 48 hours. If the parent or guardian does not assert the right to appeal, he/she will be advised of the available schools, and the transfer to the new school will be arranged by a student services coordinator in a timely fashion.

(l) All documentation regarding the transfer will be placed in ~~the central~~ an electronic file ~~kept~~ maintained by the ~~Department of Parent~~ Office of Family and Student Services.

(2) DUE-PROCESS PROCEDURES REGARDING DISCIPLINE FOR STUDENTS WITH DISABILITIES UNDER THE INDIVIDUALS WITH DISABILITIES EDUCATION ACT

~~(a) OVERVIEW~~

~~1. The due process procedures outlined in this document have been developed to provide school personnel with appropriate guidelines for addressing a violation of school rules or the code of conduct by a student who is qualified as an individual with a disability under the Individuals With Disabilities Education Act (IDEA). School personnel should note that a student who is a qualified individual with a disability and who is eligible for special education and/or related services under the IDEA is referred to as "the student" throughout this document.~~

~~2. The IDEA regulations regarding discipline under 34 C.F.R. §§300.121(d) and 300.519-529 protect the student's statutory right to a free appropriate public education (FAPE) in the least restrictive environment (LRE); however, these protections do not prevent school administrators from preserving school safety and maintaining an orderly learning environment for all students.~~

~~(b) DISCIPLINARY ACTION LEVELS~~

~~A student should be disciplined according to the four disciplinary action levels that are described in the *Parent/Student Handbook on Rights, Responsibilities, and Discipline* for all students:~~

~~Level 1 Conference and Intervention~~

~~Level 2 Suspension~~

~~Level 3 Referral to the Department of Parent and Student Services~~

~~Level 4 Expulsion~~

1. Level 1 – Conference and Intervention

a. The Level 1 disciplinary procedures for a student with a disability are the same as those for a student who does not have a disability. It is expected that most disciplinary matters can be resolved at Level 1 by using the interventions suggested in the *Parent/Student Handbook on Rights, Responsibilities, and Discipline*.

b. During the Level 1 process, the IEP team may be convened to review and/or revise the student's IEP. If it is determined that IEP revision is necessary, the parent or legal guardian must be given the proper notice via the Invitation, to a Meeting of the IEP Team [A-3] and the Parent and Child Rights in Special Education brochure.

2. Level 2 – Suspension

a. School administrators must follow the steps listed in the *Parent/Student Handbook on Rights, Responsibilities, and Discipline* when taking disciplinary action at Level 2. Under the IDEA regulations, school personnel may suspend a student with a disability from the student's current placement for a serious violation of school rules to the same extent and in the same manner that suspension would be applied to a student without a disability.

1. The school administrator promptly sends the suspension notice(s) to the parent or legal guardian.

2. The school disciplinary conference is held with the school administrator, the student, the parent or legal guardian, special education teacher, and/or other school staff members.

3. The IEP team should be convened if there is a need to review the student's IEP, conduct a functional assessment of the behavior that resulted in disciplinary action, develop a behavior intervention plan, or modify the existing behavior plan.

b. Additional suspensions for separate incidents of misconduct may occur in that same school year, as long as those removals do not constitute a disciplinary change of placement. Disciplinary changes of placement (34 C.F.R. §300.519) occurs at Level 2 when the student is

- suspended more than ten (10) consecutive school days, or
- subjected to a series of suspensions that cumulate to more than ten (10) school days in a school year and that constitute a pattern (based on factors such as the length of the removal, the total amount of time the student is removed, and the proximity of the removals to one another).

c. Free and appropriate public education (FAPE) and appropriate educational services that enables the student to progress in the general curriculum and advance toward IEP goals must be provided during any type of removal after ten (10) cumulative days of suspension in year. Suspension or removal from school should be used only for violations that clearly threaten the security of other students, school staff members, or the school community. "Unofficial" or "undocumented" removals that deny a student access to appropriate IEP services are legally viewed as suspensions. In school suspensions, a series of early dismissals, or removals from bus transportation that deny the student access to education are also types of suspension.

d. When a student accumulates ten (10) days of suspension during the school year, and a disciplinary change in placement occurs, the IEP team must convene either before or not later than ten (10) school days after initiation of the suspension that triggers the disciplinary change of placement. The IEP team must conduct a functional behavioral assessment and develop a behavior intervention plan or modify the existing plan and its implementation, based on functional analysis of the behavior subject to discipline. The IEP team must also conduct a manifestation determination in order to determine if the behavior subject to discipline is directly related to the student's disability. The IEP team follows a step by step review process for manifestation determination and summarizes its decisions on the appropriate Manifestation Determination Review form [I-18].

1) If the review process results in a determination that the behavior is a manifestation of, and directly related to, the student's disability, the IEP team develops an appropriate IEP and educational placement for the student. The team immediately remedies any deficiencies in the previous IEP, behavior intervention plan, placement, or their implementation.

2) If the result is a determination that the behavior is not a manifestation and is unrelated to the student's disability, the relevant disciplinary procedures for students without disabilities may be applied, except where a disciplinary change in placement may result.

e. The IEP Team Handbook contains information about the IEP team process, functional behavioral assessment, the behavior intervention plan, and manifestation determination.

3. Level 3 – Referral to the Department of Parent and Student Services

Level 3 disciplinary procedures involve referral to the Department of Parent and Student Services and are appropriate for a student who chronically violates school rules or who engages in a serious isolated act of misconduct. A disciplinary change in placement may occur at Level 3 if the IEP team determines that the student needs a more restrictive educational environment and/or new educational placement

a. The school administrator contacts the Department of Parent and Student Services and the Special Services supervisor. The school administrator also notifies the special education teacher and provides the parent/legal guardian with notice of the proposed disciplinary action.

b. The Special Services supervisor or designee schedules the IEP team to meet either before or not later than ten (10) school days after initiation of the disciplinary action.

c. The Special Services supervisor conducts the IEP team meeting with the school administrator(s), special education teacher(s), regular education teacher(s), the student (if appropriate), and parent or legal guardian. Other school staff members may also participate in the meeting, if appropriate.

d. The IEP team conducts a functional behavioral assessment and develops a behavior intervention plan or modifies the existing plan and its implementation, based on functional analysis of the behavior subject to discipline.

e. Manifestation determination is conducted in order to determine if the behavior subject to discipline is directly related to the student's disability. The IEP team follows a step-by-step review process and summarizes its decisions on the Manifestation Determination Review form [I-l8].

1) If the review process results in a determination that the behavior is a manifestation of, and directly related to, the student's disability, the IEP team develops an appropriate IEP and educational placement for the student. The team immediately remedies any deficiencies in the previous IEP, behavior intervention plan, placement, or their implementation.

2) If the result is a determination that the behavior is not a manifestation and is unrelated to the student's disability, the relevant disciplinary procedures for students without disabilities may be applied, except where a disciplinary change in placement may result.

f. The IEP team develops an appropriate IEP and educational placement for the student. The Determination and Notice of Placement [I-17] is provided to the parent or legal guardian by the Special Services supervisor. If the parent does not agree to the change in placement, the student must remain in his or her original placement, pending resolution of the parent's appeal.

g. The Special Services supervisor notifies the Department of Parent and Student Services of the student's educational placement and the final disposition of the Level 3 disciplinary referral.

~~Level 4 – Expulsion~~

~~A student who is a qualified individual with a disability under the IDEA may not be expelled from the Milwaukee Public Schools for behavior or misconduct that is a manifestation of disability; however, a serious violation that is not directly related to the student's disability (as determined through the appropriate due process procedures) may result in expulsion.~~

~~If a student carries or possesses a weapon at school, or if the student knowingly possesses or uses illegal drugs or sells or solicits the sale of a controlled substance while at school or a school function, federal regulation [34 C.F.R. §300.520(a)(2)] allows the school district to immediately place the student in an appropriate Interim Alternative Educational Setting (IAES) for up to forty five (45) days, even if an appeal is filed by the parent or legal guardian. The district may also petition an independent hearing officer or request a court injunction to place a student in an IAES for not more than forty five (45) days, if it can be demonstrated by substantial evidence that the student's current placement is likely to result in injury to the student or to others. IAES is defined in the IEP Team Handbook.~~

~~4. Level 4 Procedures~~

~~a. The school administrator contacts the Department of Parent Office of Family and Student Services and the Special Services supervisor. The school administrator also notifies the special education teacher and provides the parent or legal guardian with notice of the disciplinary action.~~

~~b. The Parent and Student Services coordinator schedules the Preliminary Expulsion Hearing and sends written notice to the school administrator, the parent or legal guardian, and the Special Services supervisor. The Preliminary Expulsion Hearing must be conducted as soon as possible in order to determine the facts of the behavioral incident.~~

~~c. The Special Services supervisor or designee schedules an expedited IEP team meeting that must take place within ten (10) school days after initiation of the disciplinary action. The IEP team must review the student's IEP, placement, and behavior intervention plan. The team must also develop a plan to conduct a functional behavioral assessment and a manifestation determination for the behavior that is subject to possible expulsion.~~

~~d. The Parent and Student Services coordinator conducts the Preliminary Expulsion Hearing and determines if the student has committed a violation that constitutes grounds for expulsion. The Parent and Student Services coordinator summarizes the hearing findings in the PEH report and sends a copy to the Special Services supervisor. If the student has not committed a violation that warrants expulsion, Level 3 disciplinary procedures should be implemented.~~

~~e. As soon as possible after the Preliminary Expulsion Hearing, the Special Services supervisor chairs the IEP team meeting to conduct the functional behavioral assessment and the manifestation determination that reviews the relationship between the student s disability and the behavior subject to discipline.~~

~~f. a) If the misconduct or code violation is determined to be a manifestation of, or directly related to the student's disability, then expulsion may not be used as a disciplinary action [Honig v. Doe, 484 U.S. 305, 108 S. Ct. 592 (1988)].~~

~~1) The IEP team's decisions are summarized on the Manifestation Determination Review Form [I 18]. The team develops an appropriate IEP that includes a behavior intervention plan based on the functional assessment and manifestation determination of behaviors related to and not related to the student's disability.~~

~~2) The Special Services supervisor submits the Manifestation Determination Review Form and supporting documentation to the Parent and Student Services coordinator in charge of the Preliminary Expulsion Hearing.~~

~~3) Appropriate educational placement for the student is the responsibility of the Division of Special Services. If the IEP team has determined that a change in placement, such as~~

~~the provision of services in a more restrictive educational environment or transfer to another school site, is appropriate based on educational needs documented in the revised IEP, the Special Services supervisor must provide the parent or legal guardian with the Determination and Notice of Placement [I-17] after the IEP team meeting. If the parent does not agree to the change in placement, the student remains in the IAES or the original educational placement, pending resolution of the appeal, unless it is mutually agreed otherwise.~~

~~g. If it is determined that the misconduct or code violation is not a manifestation of, and is not directly related to, the student's disability, then expulsion may be considered as a disciplinary action The parent or legal guardian may request a due process hearing on the issue of the correctness of the manifestation determination. Until that proceeding has been completed, the student remains in the IAES or the previous educational placement, unless it is mutually agreed otherwise.~~

~~1) The IEP team's decisions are summarized on the Manifestation Determination Review form [I-18] and the IEP is revised as appropriate. The Special Services supervisor submits the findings and supporting documentation to the Parent and Student Services coordinator in charge of the Preliminary Expulsion Hearing.~~

~~2) In those cases where expulsion is being recommended as an appropriate disciplinary action, a Recommendation for Expulsion is submitted by the Parent and Student Services coordinator to the Director of Parent and Student Services and the Deputy Superintendent. A Notice of Student Expulsion Hearing is sent to the parent or legal guardian prior to the expulsion hearing before the Independent Hearing Panel of the Milwaukee Board of School Directors.~~

~~3) If a qualified student with special education needs is expelled by the Independent Hearing Panel of the Milwaukee Board of School Directors, the school district must continue to provide the educational services necessary to appropriately implement the student's Individualized Educational Plan (IEP).~~

(a) Students with disabilities (i.e., special education and §504 students or students in the referral process) are subject to disciplinary procedures. Discipline of these students is governed by procedural due-process requirements as defined by special education law and IEP team procedures. It is critically important that schools accurately record the number of days of disciplinary removal for students with disabilities, including suspensions, bus suspensions (without alternate transportation), half-days, and early releases. Schools are not allowed to implement "informal" suspensions — with or without parental consent.

(b) When a child with a disability exhibits severe behavioral difficulties, schools have a responsibility to focus on positive and proactive approaches rather than relying solely on exclusionary practices (e.g., suspensions or removals). A functional behavioral assessment (FBA) refers to a school-based team that meets in an attempt to examine the child's problem behaviors to figure out when, where, and why they are occurring. A behavior intervention plan (BIP) provides the school with an action plan so that when the problem behavior occurs, teachers and others will know how to respond.

(c) Disciplinary Changes of Placement

A disciplinary change in educational placement for a student with a disability occurs when a student is removed from his or her current educational placement, including changing the school assignment or changing the student's educational services, for more than ten consecutive school days because of a violation of school code. A change of placement also occurs if the student has been subjected to a series of removals that constitute a pattern because:

- the series of removals total more than ten school days in a school year;
- the student's behavior is substantially similar to the student's behavior in previous incidents that resulted in the series of removals; and

- of such additional factors as the length of each removal, the total amount of time the student has been removed, and the proximity of the removals to one another.

School personnel consider any unique circumstances on a case-by-case basis when determining whether a disciplinary removal (including suspensions and expulsions) that may result in a change in placement is appropriate for a child with a disability who violates the code of student conduct.

(d) Educational Services during Disciplinary Removals: If a disciplinary removal results in a change of placement, the student must be provided educational services, as determined by the IEP team, to enable the student to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals set out in the student's IEP. Participation in the general curriculum does not mean a school or district must replicate every aspect of the services that a student would receive if in his or her normal classroom. In addition the student must receive, as appropriate, a functional behavioral assessment (FBA) and behavioral intervention services and modifications designed to address the behavior violation so that it does not recur.

(e) Parent Notification: On the date on which the decision is made to make a removal that constitutes a change of placement of a student with a disability because of a violation of a code of student conduct, the district must notify the parents of that decision and provide the parents with the procedural safeguards notice.

(f) Manifestation Determination.

1. Within 10 school days of any decision to change the placement of a child with a disability because of a violation of a code of student conduct, staff at the student's current school must conduct a manifestation determination. If the student's behavior was caused by, or had a direct and substantial relationship to, the student's disability, or if the conduct in question was the direct result of the district's failure to implement the student's IEP, then the conduct must be determined to be a manifestation of the student's disability. If the district failed to implement the student's IEP, staff at the student's current school must take immediate steps to remedy the deficiencies.

2. If the behavior subject to disciplinary action is a manifestation of the student's disability:

- staff at the student's current school must hold an IEP team meeting to conduct an FBA, unless one was conducted before the behavior that resulted in the change of placement occurred;
- school staff must implement a behavior intervention plan for the student. If a behavioral intervention plan already has been developed, staff must review and modify it, as necessary, to address the behavior; and
- the student must be returned to the placement from which the student was removed, unless the parent and district agree to a change of placement as part of the modification of the behavioral intervention plan.

3. If the behavior subject to disciplinary action is not a manifestation of the student's disability, disciplinary action may be taken, but the school district must continue to make a free appropriate public education (FAPE) available to the student.

(g) Interim Alternative Education Setting (IAES): Under special circumstances, school personnel may remove a student to an IAES for not more than 45 school days without regard to whether the behavior is determined to be a manifestation of the student's disability. The student's IEP team determines the interim alternative education setting for services.

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

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(Item 8) Action on a Request to Revise Administrative Policy 1.04, Nondiscrimination; Administrative Procedure 6.02, Equal Employment Opportunity; Administrative Policy 6.03, Anti-sexual Harassment; Administrative Procedure 6.03, Anti-sexual Harassment; and Administrative policy 8.52, Bullying

Background

The changes requested to the above-referenced administrative policies and procedures are necessary in order to update these documents to reflect changes in current practices related to discrimination, harassment, and bullying. These recommended revisions have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures. There is no cost associated with revising this policies and procedures.

Committee's Recommendation

Your Committee recommends that the Board approve changes to the aforementioned administrative policies and administrative procedures as presented below:

Administrative Policy 1.04
Nondiscrimination

History	*Adopted 3-2-76; Revised 1984, 4-20-95, 11-28-05, 8-28-08*
Previous Coding	*Admin. Policy AC, prior to May 1995*
Legal Ref.	*Civil Rights Act of 1964, as amended in 1972, Title VI, TitleVII; Executive Order 11246, 1965, as amended by Executive Order 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 CFR, Parts 81, 86 (Federal Register June 5, 1975, August 11, 1975); Laws of Wisconsin Relating to Public Schools, 118.195, 118.2*
Contract Ref.	
Cross Ref.	*Admin. Proc. 1.04 Nondiscrimination* *Admin. Policy6.02 Equal Employment Opportunity* *8.01 Student Nondiscrimination* *Admin. Proc. 6.02 Equal Employment Opportunity Complaint Procedure*

(1) No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools, or be discriminated against in any curricular, extracurricular, student service, recreational, or other program or activity, because of the person's sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap, or any other characteristic ~~as required~~ protected by applicable law, including without limitation by enumeration: section 118.13, Wis. Stats.; Title IX of the Education Amendments of 1972 (sex); Title VI of the Civil Rights Act of 1964 (race, color, and national origin); and section 504 of the Rehabilitation Act of 1973 (disability). The district may operate single-gender schools and/or provide single-gender classes, in accordance with sections 118.13(1) and 120.13(37m), Wis. Stats.

(2) Milwaukee Public Schools is committed to equal employment opportunity and non-discrimination as required by the law for all individuals in the MPS workplace regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic or legally protected activity, such as participation in the complaint process. MPS will not tolerate illegal treatment based on a protected characteristic or activity.

~~(2)~~ (3) Discrimination complaints in educational or employment policies and practices shall be dealt with in an expeditious and forthright manner. The superintendent shall establish procedures to process alleged discrimination complaints to implement administrative policy.

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Administrative Procedure 1.04
Nondiscrimination Complaint Procedures

History	*Adopted 3-2-76; Revised 1984*		
Previous Coding			
Legal Ref.			
Contract Ref.			
Cross Ref.	*Admin. Policy*	*1.04*	*Nondiscrimination*
		6.02	*Equal Employment Opportunity*
		6.03	*~~Sexual~~ Anti-Harassment/Anti-Bullying: Staff*
		8.01	*Student Nondiscrimination*
		8.27	*Student Complaints and Grievances*

(1) To process alleged discrimination complaints in educational or employment policies and practices, individuals shall use existing procedures as follows:

(a) Students may follow the procedures explained in the Board's Administrative Policy 8.27, Student Complaints and Grievances and Administrative Procedure 8.01, Student Nondiscrimination, or they may elect to follow procedures enumerated in paragraph (2) below.

(b) Employees shall follow the ~~grievance and/or~~ nondiscrimination procedures as outlined in ~~negotiated agreements for their bargaining units~~ the MPS Employee Handbook and Administrative Policies and Procedures 6.02 and 6.03.

~~(c) Exempt employees, part-time employees, those employed at the prevailing wage rate, and others not covered in (1)(b) above shall follow procedures enumerated in (2) below.~~

(2) In all other cases, complaints by parents, interested persons, or groups regarding alleged discrimination in educational ~~or employment~~ policies and practices shall follow the procedure hereafter described:

(a) The complaint shall be presented in writing to the administrator designated in the Parent/Student Handbook on Rights, Responsibilities and Discipline and Administrative Procedure 8.01~~race equity or sex equity coordinator,~~ as appropriate, with specific details and corresponding dates being a part of that presentation. In the event that the complaint is initiated by a student, the complaint may be presented by the student or his/her representative. The administrator ~~coordinator~~ shall determine to which administrator the matter should be referred. The administrator so designated shall ~~answer the complainant no later than 10 working days after receipt of the complaint~~ provide the complainant written acknowledgement of the receipt of the complaint within 45 days of receiving the complaint, including the date the complaint was received.

(b) Following the written ~~response~~ notification outlined in (2)(a) above, ~~the complainant may request a conference with~~ the designee of the ~~coordinator~~ administrator, as indicated above, shall convene a committee consisting of the Superintendent or his/her designee; the Executive Director, Department of Family and Student Services, or his/her designee; and the Chief of the Department of School Administration, or his/her designee. This committee will coordinate the investigation of the circumstances of the complaint. The designated employee will report in writing the committee's findings and resolution of the complaint to the Superintendent and complainant within 90 days of receipt of the written complaint unless otherwise agreed ~~The results of such a conference shall be put in writing and forwarded to the complainant, with a copy to the coordinator, by the designee no later than five working days following the conference~~.

(c) If the complainant remains unsatisfied after completion of the above two steps, the matter may be ~~referred in writing to the Superintendent of Schools, who will refer the matter to the coordinator. The coordinator will meet with the complainant and the complainant's representative, if requested by the complainant, at a mutually agreeable time to review the topic. A written summation of that meeting and possible solutions will be furnished to the complainant no later than five working days following the conference~~ appealed as outlined in applicable state and federal law.

~~(d) Should the complainant remain unsatisfied, she/he, with the representative, may confer with the Superintendent of Schools for further appeal. A response will be forwarded to the complainant within five working days.~~

(3) The school district encourages the use of provisions (1) and (2) of these complaint procedures. If the complainant is still unsatisfied, the Department of Public Instruction; Department of ~~Industry, Labor and Human Relations~~, the ~~regional director of the~~ Workforce Development, Equal Rights Division; Office for Civil Rights — U.S. Department of Education, ~~office of civil rights~~, and the courts remain open to complainants.

(4) All such complaints shall be handled in a manner so as to maintain, as far as possible, the maximum confidentiality of all involved parties, including the complainants, the accused, and all witnesses.

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Administrative Policy 6.02
Equal Employment Opportunity

History	*Adopted 3-2-76; revised 3-29-95, 4-25-06*
Previous Coding	*Admin. Policy GBA, prior to May 1995; Admin. Policy 7.02, May 1995-August 1996*
Legal Ref.	*Civil Rights Act of 1964, as amended ~~in 1972~~, Title VI, TitleVII; Executive Order 11246, 1965, as amended by Executive Order 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 CFR, Parts 81, 86 (Federal Register June 5, 1975, August 11, 1975); W. S. 111.31-111.37 (WFEA)*
	Laws of Wisconsin Relating to Public Schools, 118.195, 118.2,
Contract Ref.	
Cross Ref.	*Admin. Policy 1.04 Nondiscrimination* *Admin. Proc. 6.02 Equal Employment Opportunity Complaint Procedure*

(1) The Milwaukee Public Schools is committed to an equal employment opportunity and ~~non-discrimination~~ non-discriminatory workplace, in accordance with the ~~as required by~~ 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 ~~legally~~ protected class or protected

activity ~~characteristic~~. 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.

(2) 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.

(3) The Superintendent shall report monthly to the Board the Affirmative Action Report for ~~the~~ hiring and furnish affirmative action data for resignations, and retirements of the staff.

(4) This policy is in accordance not only with the full intent of the federal, state, and local laws, but ~~its~~ their spirit as well. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure the strengthening and growth of our school district.

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Administrative Procedure 6.02
Equal Employment Opportunity Complaint Procedure

(1) The Milwaukee Public Schools is committed to equal employment opportunity and ~~non-discrimination~~ a non-discriminatory workplace, in accordance with board policy, state law (including the WFEA) and federal law (including, without limitation by enumeration, Title VI and Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Education Amendments of 1972; the Americans with Disabilities Act of 1990, as amended; the Rehabilitation Act of 1973, as amended; and Title 34 C.F.R. Section 104.01, et. seq.) as required by 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 legally protected characteristic.

(2) Reasonable goals and specific strategies shall be developed for each job classification in which groups based on race, gender, or national origin are under-represented to increase the representation of such groups.

(3) Milwaukee Public Schools will provide reasonable accommodations as required by law to a qualified individual with a disability to enable such individual to perform the essential functions of the Milwaukee Public Schools position for which he/she is applying or in which he/she is employed.

(4) Any employee who feels that she/he has been subjected to illegal discrimination ~~or discrimination~~ under paragraph (1) of this policy is encouraged to contact her/his immediate supervisor and/or the Equal Employment Opportunity (EEO) Compliance Officer in the ~~Department of Human Resources~~ Office of Human Capital with his/her complaint. The steps identified in this process allow for resolution of complaints of discrimination by the District Equal Employment Opportunity (EEO) Compliance Officer or another designee of the Office of Human Capital, Employee Rights Administration Department. This process is not intended to limit or prevent individuals from seeking resolution or counseling from other sources.

a. The process begins with a written complaint and initial interview of the complainant. The written complaint may be filed with either the complainant's supervisor or with the District's EEO Compliance Officer, in the Office of Human Capital (OHC), Employee Rights Administration Department (ERAD). The complainant should indicate whether he or she is a Milwaukee Public Schools employee or applicant, the issues involved, and, if discrimination is alleged, the basis (e.g., race, sex, age) of discrimination.

b. If an employee believes he or she has a dispute with a co-worker or supervisor that involves discrimination or any other workplace conflict, the employee may request

mediation by submitting a request to the Employee Rights Administration Department (ERAD), Office of Human Capital. ERAD will determine whether mediation services will be offered. The purpose of voluntary workplace mediation is to allow the parties to come to an amicable resolution of their workplace dispute. Key parties to the dispute must voluntarily agree to the mediation process.

(5) The Milwaukee Public Schools does not tolerate discrimination in any form and will take all necessary and appropriate action to ~~eliminate it~~ discipline offenders, up to and including ~~discipline of offenders~~ termination. Any violation of this policy shall be dealt with in an expeditious and forthright manner.

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Administrative Policy 6.03
Anti-~~Sexual~~ Harassment/Anti-bullying: Staff

History	*Adopted 9-28-82; revised 10-30-85, 3-29-95, 4-25-06*		
Previous Coding	*Admin. Policy GBAA, prior to May 1995; Admin. Policy 7.03, May 1995-August 1996*		
Legal Ref.	*Federal regulations -Title IX, Sec. 106.31(b), students; Title VII, employees W.S. ~~Chapt. 286, Sec. 3,~~ 111.31-111.37, 118.20, 118.46*		
~~*Contract Ref.*~~			
Cross Ref.	*Admin. Policy*	*8.02*	*Student Sexual Harassment*
		8.52	*Bullying*
	Admin. Proc.	*6.03*	*Anti-~~sexual~~ Harassment/Anti-Bullying: Staff*
		8.02	*Student Sexual Harassment*

The District does not tolerate workplace harassment/workplace bullying in any form and will take necessary and appropriate action to eliminate it, up to and including discipline of offenders. Any violation shall be dealt with promptly.

(1) Harassment/Bullying (Sexual) — It is the policy of the Milwaukee Public Schools to maintain and to ensure a learning and working environment free of any form of sexual harassment, ~~or intimidation toward personnel and students~~ unwelcome physical contact of a sexual nature, and other verbal or physical conduct of a sexual nature. Unwelcome verbal or physical conduct of a sexual nature includes, but is not limited to, the repeated making of unsolicited, inappropriate gestures or comments and the display of sexually graphic materials not necessary to the work of Milwaukee Public Schools. All supervisors who receive reports of sexual harassment and/or sexual assault complaints shall immediately report such complaints to their immediate supervisors and the Equal Employment Opportunity (EEO) Compliance Officer in the Office of Human Capital.

(2) Sexual harassment exists when ~~is generally defined as any repeated or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when~~:

(a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

(b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

(c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Harassment on the basis of sex is a violation of federal regulations under Title VII, Section 703 for employees, and sections 111.31-111.36 of Wisconsin's Fair Employment Law ~~law for employees~~.

(3) The Milwaukee Public Schools views sexual harassment and any associated retaliation to be among the most serious breaches of workplace conduct and does not tolerate sexual harassment in any

form. The District ~~and~~ will take all necessary and appropriate action to discipline offenders ~~eliminate it~~, up to and including termination. ~~discipline of offenders. Any violation of this policy shall be dealt with in an expeditious and forthright manner.~~

(4) Harassment/Bullying (Non-Sexual) — The District is committed to maintaining and ensuring a workplace that is free from all other types of workplace harassment. Harassment based on race or any other statutorily protected class or protected activity (e.g. religion, age, sex, sexual orientation, or complaint reporting) is unlawful. Harassment or bullying based on gender identity and/or expression is prohibited. Harassment or bullying for non-discriminatory reasons is inappropriate.

The District is committed to taking appropriate action to sustain a work environment free from any and all types of bullying. Bullying is deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion. Bullying often involves repeated behavior and an imbalance of power.

Bullying behavior is prohibited in all schools, school district buildings, educational environments, and on District property, including any property or vehicle owned, leased or used by the District. Bullying is also prohibited when perpetrated through electronic means of communication (e.g., by telephone or computer), as is bullying in a non-workplace setting through off-duty speech or behavior (e.g., personal phone calls) that results in substantial disruption of the workplace.

All employees should report complaints of bullying to their immediate supervisors and/or to the Equal Employment Opportunity (EEO) Compliance Officer in the Office of Human Capital.

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Administrative Procedure 6.03
Anti-~~Sexual~~ Harassment/Anti-Bullying: Staff

History	*Revised 4-25-06*
Previous Coding	
Legal Ref.	
Contract Ref.	
Cross Ref.	*Admin. Policy 6.03 Anti--Harassment/Anti-Bullying: Staff*

(1) GENERAL

~~(a) It is the policy of the Milwaukee Public Schools to maintain and ensure a learning and working environment free of any form of sexual harassment or intimidation toward personnel and students~~ The District does not tolerate workplace harassment/workplace bullying in any form and will take necessary and appropriate action to eliminate it, up to and including discipline of offenders. Any violation shall be dealt with promptly.

~~(b) Sexual harassment is generally defined as any repeated or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~

~~(1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;~~

~~(2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or~~

~~(3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Such conduct constitutes a violation of Federal regulations under Title VII, Section 703 for employees; 111.31-111.36 of Wisconsin law for employees.~~

(2) EMPLOYEE COMPLAINT PROCEDURE

(a) ~~Represented employees should follow the complaint/grievance procedure outlined in their appropriate collective bargaining agreements.~~ Any employee who feels that she/he has been subjected to sexual harassment or other forms of workplace harassment/workplace bullying or intimidation ~~is encouraged to~~ should promptly contact her/his immediate supervisor and/or the Equal Employment Opportunity (EEO) Compliance Officer in the Office of Human Capital. If the employee believes that the supervisor is the harasser, the employee should contact the supervisor's supervisor or the EEO Compliance Officer. The Milwaukee Public Schools recognizes the sensitive nature of a sexual harassment incident and the need for confidentiality. ~~Every effort will be made to consider the sensitivities of the parties involved and protect them from retaliation for filing a complaint or for assisting others with filing a complaint.~~ All complaints shall be handled in a manner so as to maintain as far as possible the confidentiality of all involved parties, including the complainants, the accused, and all witnesses.

(b) No employee who makes a good-faith report (or who assists in inquiries or investigations) shall be adversely affected in any manner related to his/her employment for having made a complaint or having assisted in the investigation of a complaint under this section.

~~(b)~~(c) Employees who are accused of sexual harassment shall be informed that they have a right to representation if the Administration believes the nature and circumstances of the accusations could lead to disciplinary action. Milwaukee Public Schools views sexual harassment and retaliation to be among the most serious breaches of workplace conduct. As such, MPS will take all necessary and appropriate action to discipline offenders, up to and including termination.

~~(c)~~(d) Employees are strongly encouraged to follow the complaint procedures as outlined above so that inappropriate conduct can be addressed promptly; however, complaints may also be made to the U.S. Equal Employment Opportunity Commission and the State of Wisconsin's Department of Workforce Development, Equal Rights Division.

~~Equal Employment Opportunity Commission (EEOC)~~
~~310 W. Wisconsin Avenue Suite 800~~
~~Milwaukee, Wisconsin 53203-2292~~
~~(414) 297-1111~~

~~Department of Industry, Labor and Human Relations~~
~~Equal Rights Division~~
~~819 North Sixth Street~~
~~Milwaukee, Wisconsin 53203~~
~~(414) 224-4384~~

(3) REPORTING PROCEDURES

All ~~principals administrators and~~ employees who receive sexual harassment and sexual assault complaints shall ~~timely~~ immediately report such complaints to their immediate supervisors, their supervisors' supervisors, or the ~~gender equity coordinator/ human relations specialists (students) or the Affirmative Action Office (employees)~~ EEO Compliance Officer in ~~Human Resources~~ the Office of Human Capital ~~for purposes of as part of our ongoing efforts to monitoring compliance with the regulations and statutes~~.

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Administrative Policy 8.52
Bullying

History	*Adopted 06-24-2010*
Previous Coding	
Legal Ref.	*W.S. 118.46*
~~*Contract Ref.*~~	~~*MTEA Contract (Teachers, School Aides)*~~

Cross Ref.	*Handbook on Student Rights and Responsibilities*		
	Admin. Policy	*6.03*	*Anti-Harassment/Anti-Bullying*
		8.17	*School Rights, Responsibilities and Discipline*
		8.19	*Student Conduct*
		8.22	*Alcohol Use by Students/Student Drug Abuse*
		8.23	*Weapons in the Schools*
		8.31	*Student Suspension*
		8.32	*Student Expulsion*
	Admin. Proc.	*8.28*	*Student Discipline*
		6.03	*Anti-Harassment/Anti-Bullying: Staff*

(1) GENERAL PRINCIPLES

The Milwaukee Public Schools is committed and dedicated to the task of providing a safe environment for students to attain high academic standards and to promote healthy human relationships. Bullying behavior interferes with this mission by obstructing the school district's ability to maintain the safety or welfare of students ~~and staff~~. Bullying interferes with ~~students' ability to learn and with the teachers' ability to educate students in a safe environment~~ the commitment to a safe environment for students and adults and disrupts productivity both inside and outside of the classroom.

(2) DEFINITION

(a) Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, humiliation, intimidation, harm, or social exclusion. Bullying ~~may be~~ often involves repeated behavior and involves an imbalance of power. Bullying may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to, age, national origin, race, ethnicity, religion, sexual orientation, gender ~~identify~~ identity/expression, physical attributes, physical or mental ability or disability, and social, economic or family status.

(b) Bullying behavior can be:

- physical (assault, hitting, kicking, theft, etc.);
- verbal (threatening or intimidating language, name-calling, cruel rumors, racist remarks, etc.);
- indirect (spreading rumors, social exclusion and isolation, using technology in a hurtful manner — cyber bullying, which includes, but is not limited to, use of email, instant messaging, text messages, digital pictures or images, cell phones, or website postings);
- bullying by proxy (i.e., someone engaging in bullying through another or on behalf of another); or
- between students and students, students and adults, or adults and adults (see Administrative Policy 6.03 for bullying involving employees). Included adults are defined as, but not limited to, employees, parents, and volunteers.

(3) PROHIBITION

Bullying behavior by ~~either~~ an individual student, a group of students, or an adult (including employees [see Administrative Policy 6.03 for bullying involving employees]) and non-employees) is prohibited in all schools, in school district buildings, in educational environments, and on school district property, including any property or vehicle owned, leased, or used by the school district. Educational environments include, but are not limited to, every activity under school supervision. Bullying and harassment of students or ~~school~~ employees (see Administrative Policy 6.03 for bullying involving employees) is also prohibited when perpetrated through ~~the use of data or computer software that is accessed through a computer, computer system, computer network, or other electronic means of communication~~ electronic means (for example by phone or computer). Students' out-of-school speech or behavior that results in a "substantial disruption of the learning environment" is also prohibited.

(4) PROCEDURE FOR REPORTING AND INVESTIGATION OF BULLYING

(a) It is the responsibility of all students, ~~school staff members, and concerned individuals~~ employees, and other adults who observe or become aware of acts of bullying to report these acts confidentially to a member of the school staff or administration.

(b) The school district will act to investigate all complaints of bullying and will take appropriate action against any student or ~~employee of the district~~ adult who is found to have violated this policy.

(c) All schools will follow these procedures for handling reports of bullying when the act involves a student:

- All staff may receive reports of bullying.
- All reports of bullying must be placed on an Incident Referral Form, which is to be sent to the principal/school leader. ~~If the report is regarding an employee, the principal shall investigate and take appropriate action under the Employee Code of Conduct, Administrative Policy 6.07.~~
- Parents/guardians of the accused and the accuser shall be notified by the principal/school leader that a report has been made.
- The principal/school leader will investigate the report and make a finding. If necessary, the principal/school leader shall impose appropriate consequences.

(d) In cases involving employee bullying, reports shall be made by contacting the Equal Employment Opportunity Officer in the Office of Human Capital and following the procedures as outlined in Administrative Policy 6.03 and the Employee Handbook.

~~(d)~~ (e) Individuals making such reports in good faith will be supported and protected against potential retaliation for making such a report.

~~(e)~~ (f) The school district will also take appropriate action against any student or ~~employee of the school district~~ adult who retaliates against any person who makes a good-faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation or hearing related to such bullying.

~~(f)~~ (g) The school and the district shall keep the complaint confidential for both the accused and the accuser, to the extent ~~permitted by law~~ possible consistent with its investigative responsibilities and consistent with applicable laws.

(5) SANCTIONS AND SUPPORTS

(a) Where it is determined that a student has participated in bullying behavior in violation of the policy, the school district may take disciplinary action including suspension, expulsion, and/or referral to law-enforcement officials for possible legal action, as appropriate.

(b) The school district will also take appropriate action against any student of the school district who retaliates against any person who makes a good-faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation or hearing related to such bullying.

(c) Whenever possible, attempts will be made to use disciplinary alternatives for students who engage in bullying or who retaliate against a student who reports a bullying incident.

(d) The district will make available evidence-based resources and comprehensive research-based programs to address bullying. Program support may include coaching training, reporting templates, surveys and evaluation tools, staff training, student skill training, and program-implementation support.

(e) Employees found to have participated in bullying behavior or to have been aware that bullying was taking place and failed to report the behavior are considered to be in violation of ~~the prohibition expressed by the policy~~ Administrative Policy 8.52(4)(a) and may be subject to disciplinary action as outlined in Administrative Policy 6.07.

(6) DISCLOSURE AND PUBLIC REPORTING

(a) This policy will be annually distributed to all pupils enrolled in the school district, their parents, and/or guardians, volunteers, and employees, in the Parent/Student Handbook on Rights, Responsibilities and Discipline. It will also be distributed to charter and partnership schools and organizations in the community having cooperative agreements with Milwaukee Public Schools. The school district will provide a copy of the policy to any person who requests it.

(b) Records will be maintained by the Department of ~~Parent and Student~~ Family Services on the number of bullying incidents reported through the Incident Referral Form.

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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 Revise Administrative Procedure 6.22, Leaves and Absences: Staff

Background

The changes requested to the above-referenced Administrative Procedure are necessary in order to reflect changes in current practices related to absence management. These recommended revisions have been approved by the City Attorney's Office.

Statute, Board Rules, or Administrative Policies Statement

Administrative Procedure 6.22, Leaves and Absences: Staff

Fiscal Impact Statement

This item does not authorize expenditures. There is no cost associated with revising this policy.

Committee's Recommendation

Your Committee recommends that the Board approve the following changes to the following administrative procedure:

Administrative Procedure 6.22
Leaves and Absences: Staff

History	
Previous Coding	
Legal Ref.	
~~*Contract Ref.*~~	~~*MTEA Contracts (Teachers, Substitute Teachers), ASC Contract, PAMPS Contract*~~
Cross Ref.	*Admin. Policy 6.22 Leaves and Absences: Certificated Staff*

(1) APPROVAL OF ABSENCES/~~WITHOUT~~ 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) shall provide guidance to any employee with questions regarding leave-of-absence procedures.

~~(a) A certificated employee absent without formal leave for more than 45 school days during a half year or after the employee has exhausted his/her accrued sick leave credit, if such accumulation exceeded 45 days, shall be reported by the Superintendent to the appropriate committee. The absence of a recreation supervisor or community recreation specialist without formal leave for more than 45 working~~

~~days in any half-work-year shall also be reported by the Superintendent to the committee. That committee may, upon consideration of the Superintendent's report, recommend to the Board that the proper steps be taken for the discharge of any such employee.~~

~~(b) This policy is not intended to confer on any such employee the right to be absent for 45 school days or for a shorter time without reasonable cause.~~

~~(2) LEAVE AND REASSIGNMENT~~

~~(a) Certificated employees shall be considered out of assignment under any one of the following conditions:~~

~~a. Has been absent more than 45 days in one semester and has exhausted all sick day leave credit;~~

~~b. Has been absent more than 60 school days during a semester;~~

~~c. Has been absent the first day of the school year — or, in the case of recreation supervisors and community recreation specialists, the first day of the work year — without notice to the Central Services giving a good and sufficient reason for the prospective absence;~~

~~d. Has been granted a leave of absence.~~

~~(b) Any certificated employee who has become permanently employed may, upon recommendation of the Superintendent, obtain a leave of absence by showing good cause. The Superintendent shall consider this employee for reassignment to the first suitable position after the Superintendent has received written notice of his/her readiness to return, based upon proper health certification. The salary of such person shall begin with the first day of service under such reassignment. Pending the receipt of the required health certificate, teachers may serve on a substitute basis with substitute pay. The health examination is to be waived for teachers returning from an approved study leave.~~

~~(c) 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, except as provided in the respective labor agreements.~~

~~(d) For a probationary recreation supervisor or instructor, any half-work-year period in which the employee is absent for 36 work days or more may not be counted in the total of six half-work years of service required for tenure except as provided for in the respective labor agreement. When the extended absence of such person for 45 school days or more conforms to the conditions generally acceptable within the rules governing leaves of absence, such person may be re-appointed for a succeeding semester or, as appropriate to the position, for a half-work year, with continuity of service.~~

(2) RETURN AFTER FORMAL LEAVE OF ABSENCE

An employee who wishes to return from or curtail a formal leave of absence shall contact the OHC 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 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 workdays during a school semester or 45 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, 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.

~~(3)~~(5) DURATION OF LEAVES

(a) No leave of absence~~, except in the case of legislative leaves and for maternity,~~ 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 ~~(1) to meet professional study requirements as provided for below, or (2) in keeping with other time allowances established in negotiated agreements~~ as required by law.

~~(b) When leaves become effective during a semester, or a half-work-year for recreation supervisors and community recreation specialists, and continue into succeeding semesters/half-work-years, absence for 36 school days or more of such initial semester/half-work-year shall be considered as a full semester/half-work-year for the purpose of interpreting these rules applicable to leaves. A shorter time shall not be considered in determining the duration of a single leave or the total time granted for leaves of absence.~~

(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.

~~(4) CURTAILMENT OF LEAVE~~

~~At the request of any certificated employee and upon presentation of a certificate of satisfactory state of health for public school teaching service or recreation service from an appropriate medical examiner, the Superintendent may curtail a leave of absence and immediately reassign such person to active service. Assignment for the balance of the semester or half-work-year may be made to temporary vacancies. Any such curtailment of leave shall be reported to the appropriate committee at its next regular meeting. Pending the receipt of the required health certificate, teaching personnel may serve on a substitute basis with substitute pay. The health examination is to be waived for teachers returning from an approved study leave.~~

~~(5) RETURN AFTER LEAVE OF ABSENCE~~

~~Certificated personnel who have been granted leaves of absence shall notify the Superintendent in writing on or before December 15 or July 1 preceding the opening of the semester following the expiration of leave of their intention to resume work at the beginning of the ensuing school semester. To the extent possible, all teachers returning from leaves of absence shall be restored to the same position they held at the time leave was granted.~~

(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 of the Office of Efficiency and Accountability, as appropriate, and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the Board rules governing such action.

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

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(Item 10) Action on a Request to Revise Administrative Policy 6.13, Drug and Alcohol Testing

Background

The changes requested to Administrative Policy 6.13 are necessary in order to update the policy to be in line with current practices. Specifically, the policy needs to incorporate reference to the MPS Employee Handbook, and the language needs to be revised to clarify that all MPS employees are subject to drug and alcohol testing. The policy has also been renumbered to maintain a consistent structure. These recommended revisions have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.13, Drug and Alcohol Testing

Fiscal Impact Statement

This item does not authorize expenditures. There is no cost associated with revising this policy.

Committee's Recommendation

Your Committee recommends that the Board approve changes to Administrative Policy 6.13, Drug and Alcohol Testing, as presented below:

Administrative Policy 6.13
Drug and Alcohol Testing

(1) In recognition of the devastating impact that drug and alcohol abuse has on society as a whole, and the potential negative impact it can have on the education of students, the Milwaukee Public Schools shares a vital interest with the public in providing a safe, drug- and alcohol-free educational environment for its students and a safe, drug- and alcohol-free working environment for its employees. To ensure a safe learning environment and workplace, and to comply with Department of Transportation regulations and the Drug-Free Workplace Act, the following shall be adhered to with respect to drug and alcohol testing for all job applicants and current employees.

(2) The drug and alcohol policy applies to all full- and part-time employees of the Board. ~~Any employee who operates a commercial motor vehicle, including full time, casual, and intermittent or occasional drivers, is subject to the commercial driver's license (CDL) requirement. These~~ All employees shall be subject to drug and alcohol testing on a random or reasonable-suspicion basis in accordance with applicable procedures.

(3) Any employee who operates a commercial motor vehicle — including a full-time, a casual, or an intermittent or occasional driver — is subject to the commercial driver's license (CDL) requirement.

~~(3)~~(4) All job applicants, prior to the appointment to either a full- or part-time position, shall submit to a drug test.

~~(4)~~(5) Under this policy, the following conduct by employees is prohibited:

(a) reporting to work impaired by, or under the influence of, alcohol or drugs during working hours, whether due to on- or off-duty conduct;

(b) engaging in the use, sale, manufacture, or possession of illegal drugs;

(c) engaging in the use, sale, manufacture, or possession of alcohol on Board premises;

(d) refusing and failing to submit to a drug-and-alcohol test as required.

~~(5)~~(6) Any employee who violates this policy shall be disciplined, up to and including dismissal in accordance with the provisions of the ~~current collective bargaining agreement or other procedures as established by the Board for non-represented employees~~ MPS Employee Handbook.

~~(6)~~(7) All district employees shall be informed of this policy, the dangers of drug and alcohol abuse, the district's employee assistance program, and the penalties that may be imposed upon employees for violations of the policy.

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

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(Item 11) Action on a Request to Revise Administrative Policy 6.16, Complaints and Grievances: Staff, and on a Request to Eliminate Administrative Procedure 6.16, Complaints and Grievances: Staff

Background

The changes requested to Administrative Policy 6.16 are necessary in order to update the policy to be in line with the MPS Employee Handbook and current practices. The Employee Handbook outlines the appropriate procedures related to complaints and grievances and, therefore, negates the need for the accompanying procedure. These recommended revisions have been approved by the City Attorney's Office.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rules, or Administrative Policies Statement

Administrative Policy 6.16 , Complaints and Grievances: Staff

Fiscal Impact Statement

This item does not authorize expenditures. There is no cost associated with revising this policy.

Committee's Recommendation

Your Committee recommends that the Board approve the following changes to Administrative Policy 6.16, Complaints and Grievances: Staff, and approve the elimination of Administrative Procedure 6.16, Complaints and Grievances: Staff:

Administrative Policy 6.16
Complaints and Grievances: Staff

(1) Employees shall have the opportunity for an orderly presentation and adjustment of their employment concerns. The grievance procedure for all ~~persons included within collective bargaining units, as certified by the Wisconsin Employment Relations Commission (WERC) or recognized by the Board, shall be that procedure which is set forth in the written contract with the bargaining representative for such unit~~ on-probationary employees is outlined in the MPS Employee Handbook.

(2) All ~~E~~ employees ~~excluded from bargaining units by virtue of being classified confidential or supervisory, and employees who have not formed a bargaining unit,~~ shall be provided opportunity to express their complaints and grievances in accordance with procedures ~~established and approved by the Board~~ outlined in the MPS Employee Handbook.

— ◊ —

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

* * * * *

NEW BUSINESS

(Item A) Monthly Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to Cooperative Educational Service Agency (CESA) #1, to the Milwaukee Education Partnership (MEP), and to the MPS Head Start Policy Council.

* * * * *

RESOLUTIONS

Resolution 1415R-012

By Director Bonds

WHEREAS, The District has long recognized the value of broad citizen involvement with the program and operations of MPS; and

WHEREAS, The intent of the Board to encourage community involvement is codified in Administrative Policy 9.04, Community Involvement in Decision Making, which states, in part, that "the goal of quality education for each individual can best be achieved by utilizing the rich and diverse talents of the people who are the community"; and

WHEREAS, The district has worked hard to establish partnerships of all kinds, including those with financial supporters, service providers, educational partners, parents, faith-based groups, and volunteers; and

WHEREAS, Established partnerships are diverse in nature and are spread among many of the District's service areas, but there is no centralized coordination, which creates confusion and a lack of consistency; now, therefore, be it

RESOLVED, That the Administration is to develop a new department within the Office of the Superintendent to be called the Department of School Support and Community and Business Partnerships; and, be it

FURTHER RESOLVED, That the Administration is to reorganize its functions so that all district functions related to partnerships are appropriately transferred to the new Department; and be it

FURTHER RESOLVED, That the Department shall comprise the following four branches:

a) Business, which shall include the MPS Foundation and the Milwaukee Partnership Academy and which shall facilitate other partnerships with the business community;

b) Partnerships, which shall include wraparound services and violence-prevention initiatives and which shall facilitate partnerships with the education community, police and fire departments, and other community partnerships;

c) Parental Engagement, which shall include parent education, the parent academy, parent centers, and the facilitation of Parent-Teacher Associations; and

d) School Support, which shall include the Restorative Justice program, peer support, and peer mediation; and be it

FURTHER RESOLVED, That the Administration is to create a new position entitled Director of School Support and Community and Business Partnerships to oversee this Department; and be it

FURTHER RESOLVED, That the Department and the position of Director should be funded from existing resources; and, be it

FURTHER RESOLVED, That the Administration shall present to the Board the details of the newly created Department of School Support and Community and Business Partnerships, as well as the newly created position of Director of School Support and Community and Business Partnerships, no later than the November 2014 Board cycle.

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

The Board next took up the items deferred from consideration earlier in the evening:

COMMUNICATION FROM THE SUPERINTENDENT

(Item B) Action on a Request for a Closed Session to Discuss Strategies Regarding an Update and Potential Action on Property Located at 2760 N. First Street, Milwaukee, Wisconsin

COMMUNICATION FROM THE BOARD CLERK

(Item B) Possible Action to Fill the Upcoming Vacancy in the Position of Board Clerk/Director, Office of Board Governance

In accordance with notice previously given, Director Miller moved that the Board retire to executive session, one, pursuant to Wisconsin Statues, Section 19.85(1)(e) and Section

19.85(1)(g), to discuss strategies regarding an update and potential action on property located at 2760 North 1st Street, Milwaukee, Wisconsin; and two, pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider the filling of the upcoming vacancy in the position of Board Clerk/Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

The Board retired to executive session at 7:40 PM.

The Board reconvened in open session at 8:10 PM.

With respect to the Communication from the Superintendent, Director Miller moved to authorize execution of an assignment and assumption agreement with respect to 2760 North 1st Street, in substantially the form presented to the Milwaukee Board of School Directors (MBSD) on September 18, 2014, and direct staff to proceed with the implementation of the subject project.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

With respect to the Communication from the Board Clerk, Director Miller moved that the Board retire back to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider the second item deferred this evening.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

The Board retired to executive session at 8:15 PM.

The Board adjourned from executive session at 9:15 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 18, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 9:20 PM.

Present—Directors Falk, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—7.

Absent and excused—Directors Holman and Joseph—2.

The Board Clerk read the following call of the meeting:

September 16, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 7:30 p.m. *(or immediately following the regular monthly meeting of the Board scheduled to begin at 6:30 p.m.)* on Thursday, September 18, 2014, in The Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering performance-evaluation data relative to the first 60 days in office of the Acting 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 will adjourn from executive session.

LYNNE A. SOBCZAK
Board Clerk

Director Miller moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), for the purpose of considering performance-evaluation data relative to the first 60 days in office of the Acting Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—7.

Noes—None.

The Board retired to executive session at 9:26 PM.

The Board adjourned at from executive session at 11:20 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 23, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 6:30 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The Board Clerk read the following call of the meeting:

September 19, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Tuesday, September 23, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the following purposes:

1. to consider and possibly to take action regarding the upcoming vacancy in the position of Board Clerk/Director, Office of Board Governance; and

2. to consider and possibly to take action regarding performance-evaluation data, employment, and compensation of the Acting Superintendent of Schools.

In regard to these items, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider 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 executive session; otherwise, the Board will adjourn from executive session.

LYNNE A. SOBCZAK
Board Clerk

Director Holman moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider and possibly to take action regarding the upcoming vacancy in the position of Board Clerk/Director, Office of Board Governance; and to consider and possibly to take action regarding performance-evaluation data, employment, and compensation of the Acting Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

The Board retired to executive session at 6:37 PM.

The Board recessed from 8:57 to 9:05 PM.

The Board adjourned from executive session at 9:30 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 6:32 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain (6:43 PM), Spence (6:42 PM), Woodward, Zautke, and President Bonds—9.

Absent—None.

The Board Clerk read the following call of the meeting:

September 26, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Tuesday, September 30, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the following purposes:

1. to consider and possibly to take action regarding the upcoming vacancy in the position of Board Clerk/Director, Office of Board Governance; and
2. to consider and possibly to take action regarding performance-evaluation data, employment, and compensation of the Acting Superintendent of Schools.

In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider 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 executive session; otherwise, the Board will adjourn from executive session.

LYNNE A. SOBCZAK
Board Clerk

Director Zautke moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c), for the purpose of 1) considering and possibly taking action regarding the upcoming vacancy in the position of Board Clerk/Director, Office of Board Governance, and 2) for consideration and possible action regarding performance-evaluation data, employment, and compensation of the Acting Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Woodward, Zautke, and President Bonds—7.

Noes—None.

The Board retired to executive session at 6:41 PM.

The Board reconvened in open session at 7:13 PM.

With respect to Item 2, Director Holman moved 1) to appoint Dr. Darienne Driver as the MPS Superintendent of Schools, to be effective October 1, 2014, and authorize the President of the Board to execute the contract as negotiated, and 2) to authorize the Board Clerk/Director, Office of Board Governance to terminate the contract for the Superintendent search.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

With respect to Item 1, Director Falk moved to appoint Ms. Jacqueline Mann as the Board Clerk/Director, Office of Board Governance, to be effective October 18, 2014, and to authorize the President of the Board to execute the contract as negotiated.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

The Board adjourned at 7:24 PM.

LYNNE A. SOBCZAK
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 9, 2014

Special meeting of the Board of School Directors called to order by President Bonds at 5:53 PM.

Present—Directors Falk, Holman, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—8.

Absent and excused—Director Joseph—1.

The Assistant Board Clerk read the following call of the meeting:

October 6, 2014

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 5:45 p.m. on Thursday, October 9, 2014, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (student expulsions).

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..

Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language interpreters or other auxiliary aids. Please contact the Office of Board Governance, Room 273, Central Services Building, 5225 West Vliet Street, P.O. Box 2181, Milwaukee, WI 53201-2181 (Phone 475-8284; Fax 475-8071; TTY (888) 808-0928).

LYNNE A. SOBCZAK
Board Clerk

As more than 30 days would have passed between the regular September and the regular October meetings of the Milwaukee Board of School Directors, the Assistant Board Clerk presented nine 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 the Milwaukee Board of School Directors from September 22, 23, 24, 25, 30, and October 1, 2014, with the modification that services shall be offered to all expelled students and with the understanding that appropriate services may not be available until the second semester of the 2014-15 school year.

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

Ayes—Directors Falk, Holman, Miller, Sain, Spence, Zautke, and President Bonds—7.

Noes—None.

Temporarily absent—Director Woodward—1.

The Board adjourned at 6:02 PM.

EUGENE JONES
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The President of the Board requested a moment of silence to commemorate the passing of Brian Molina, age 16, an 11th-grade student at Hamilton High School, who had been struck and killed by a car on October 3.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award — GE Volunteers

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:

GE Volunteers

On August 23, GE held its 20th annual Community Service Day. On that day — the largest single-day GE volunteering event in the world — more than 2,500 current and retired GE employee volunteers donated time toward improving resources and environments in 17 Milwaukee public schools and four Waukesha public schools. In addition, members of the Milwaukee Bucks, Junior Achievement of Wisconsin staff, and PTO groups joined in to clean, organize, and landscape the facilities.

At Victory School for the Gifted and Talented and at Italian Immersion School, volunteers constructed and installed 160 shelf cubbies for the library. At Grantosa Drive School, volunteers painted a large United States map on the playground. At Allen-Field School, volunteers created a story area in the library. Overall, volunteers have about 200 painting projects and are creating more than 100 murals throughout all 21 locations.

"GE is a true community partner," MPS Superintendent Dr. Darienne Driver said. "To have such a large group of employee volunteers help at our schools is proof of that commitment. When children return to school and see all the work that has been done, it shows them that their community cares. We are grateful for all of the volunteers!"

Community Service Day is part of GE's broad collaboration with Milwaukee Public Schools, which includes the GE Foundation's five-year, $20.4-million Developing Futures grant to MPS and an ongoing GE/MPS STEM Partnership through which more than 300 volunteers work at six MPS schools tutoring and mentoring students.

The Milwaukee Board of School Directors recognizes and honors the GE Volunteers for their dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the regular and special Board meetings of September 18, 23, and 30, 2014, were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Superintendent of Schools: Monthly Report

The Board received a report from the Superintendent on her activities from late September through mid-October 2014.

* * * * *

(Item B) Regarding the Creation of a New School and Community Space in the Malcolm X Building, 2760 N. 1st Street

Background

The intent of this report is to share the background and timeline of an exciting and innovative project that will support our students' educational needs through creation of IB programming, as well as community and retail space in district property located at 2760 N. 1st Street (the former Malcolm X School site).

In 2013, Milwaukee Public Schools went to the City of Milwaukee seeking to convey 2760 N. 1st Street to a developer to create a new school and community space and to begin the process of creating residential and retail spaces in the former Malcolm X School building.

The initial term sheet that was approved by the Milwaukee Board of School Directors was improved and detailed in conjunction with the Department of City Development and was approved by the Common Council. Subsequently, the negotiation process with the developer guided by that approved term sheet ended.

As a result, MPS entered into an assignment-and-assumption agreement with the development entity to gain access to work products that will be used in the continuation of the school project. The assignment-and-assumption agreement was executed on October 6, 2014. The cost to the district was $507,562. In negotiating the assignment-and-assumption agreement with the support of the City Attorney's Office, the district engaged an independent third-party consultant to evaluate the costs as submitted by the developer.

MPS is working with the architect to finalize bid documents and to finalize the date that bids will be released. In addition to the high-performing IB school slated to open in the fall of 2016, the community portion will provide important educational, cultural, neighborhood, and recreational programming and services.

MPS intends to work with the Department of City Development (DCD) to release an RFP for the housing and retail components of the project.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

The cost to the district for the assignment-and-assumption agreement was $507,562.

* * * * *

(Item C) Action on Recommendation to Amend the Adopted FY15 Budget for School Operations, Construction, and Extension Funds

Background

Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year. This is necessary because the permissible tax levy is affected by actual fall enrollments and by state aid amounts, neither of which are available before October 15.

The Department of Public Instruction's (DPI's) certified aid amounts and updated revenue-limit worksheet are critical to determining final budget revenues, expenditures, and technical adjustments. The following updates are presented to assist the Board during its consideration and final approval of the FY15 School Operations, Construction, and Extension Fund budgets.

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

Approval of these proposed amendments will result in a total budget, including estimated categorical grants, of $1,174,038,185, based upon current law and revenue-limit calculations. Excluding categorical grants, the three statutory funds will total $1,001,095,545. This compares with the FY14 total of $1,005,309,894, a decrease of $4,214,349 for the three statutory funds. The decrease is attributable to the fact that the FY14 budget included over $25 million in borrowing authority in the Construction Fund. This decrease was largely offset by an increase in the revenue limit, the per-pupil State aid outside of the revenue limit, and increasing revenues in the School Nutrition fund under the District's participation in the Community Eligibility Program.

Superintendent's Recommendation

The Administration recommends that:

1. the Board amend the FY15 Budget and authorize the position authority as below.

Revenue Amendments	Amount
a. Revenue Limit	
The School Operations portion of the revenue limit for FY15 is $833,562,479, an increase of $6,771,782 from the FY14 adopted budget. This revenue limit is an increase of $2,554,781 from the estimate used for the FY14 budget as adopted in May 2014.	$2,554,780

Revenue Amendments	Amount
The School Operations revenue limit includes the following: • Property Tax Levy — MPS and MPCP amount increases $2,828,309 to $275,612,673 from the previous levy of $272,784,364. Estimate of the levy for FY14 was not available at time of adoption of FY15 budget in May 2014.	
• Computer Aid — Aid to offset tax revenue lost by the District due to the State's computer property tax exemption is $5,962,892, an increase of $289,431 from $5,673,461 in FY14. • State Equalization and Integration Aids — These general aids are based on the District's spending and enrollment, State appropriations, and property value. The DPI's October 15, 2014, certification of general aid is $537,611,849. This is an increase of $3,429,051 from the FY14 amount of $534,182,798. Estimate of this amount was not available at time of adoption of FY15 budget in May 2014.	
b. Other Revenue	
Handicapped Aids — increase $1,000,000 due to recalculation of aid. This aid is based on eligible costs in FY14 at an estimated reimbursement rate of 26.9%.	$1,000,000
New in FY14 & FY15 State Aid — $150 per-pupil aid outside the revenue limit and reduction from spring estimate of $97,200 due to declining enrollment, for a total of $12,184,050.	($97,200)
Federal Reimbursement — QSCB — Increase due to timing of borrowing is $528,390, to $2,316,271; costs have been adjusted in the debt service budget.	$528,390
Indirect Aids — decline of indirect aid totaling $1,078,000	($1,078,000)
School Operations Fund Revenue Amendments Total	$2,907,970

Expenditure Amendments	Amount
School Accounts	
1 MPS Traditional and Instrumentality Charter Schools	
Enrollment adjustments	($2,456,333)
2 MPS Non-Instrumentality Charter Schools	
Enrollment adjustments and administrative fee rebates — Specific contract-revision requests will come to the MBSD in November and December	$68,640
3 Alternative Schools	
Technical adjustment	($4,323)
4 Agency Programs	
Reduce contracted seats	($817,000)
5 Springboard	
Program fees and additional teacher professional development	$25,000

Expenditure Amendments		Amount
6	Educational Maintenance	
	Pilot projects at aging sites, training/conference room improvements, and data-center generator	$250,000
7	Grant Transitional	
	Increase funding to support SAGE compliance and anticipated reduction in SAGE funding due to income-eligibility documentation changes	$1,677,500
8	Interscholastic Athletics and Academics	
	Add funding to increase support for interscholastic and academic programs across the district	$500,000
9	School Office Staff	
	Reduce vacancy adjustment to reflect full staffing level	$1,522,510
10	School Special Funds	
	Reduction in open-enrollment reserve and increase in instructional and program expansion projects, along with allocating additional funds for Infinite Campus and early childhood professional development	$2,804,071
11	Special Education Services	
	Increase budgeted student services reserve based on student needs	$373,975
12	Supplemental School Support	
	Add funding to support emergency school staffing needs and services for expelled students	$1,547,769
	Office Accounts	
13	Office of Board Governance	
	Restore the Records Management position	$64,664
14	Office of the Superintendent	
	Add funding for new Director of Community & Business Partnership position; two departments move to the Office of Innovation (Grants Development Services and Organizational Development); increase in funds to Family Services Department due to the new income-eligibility process	($2,842,184)
15	Office of Academics	
	Add funding for new manager positions to improve supervisions and coordination of core curriculum services to schools; additional 0.5 FTE teacher for MPS Newcomer Center; increase funding for non-MPS special education services	$425,457
16	Office of School Innovation	
	Increase funding to support innovation projects at schools; movement of Grants Development Services and Organizational Development from the Office of the Superintendent	$4,061,884
17	Office of Human Capital	
	Segregation of Retirement Services into its own department with a reduction in Benefits and Compensation Services and the Benefits Clearing Account, including relocation of 1.0 FTE from Benefits Clearing Account	$129,328

Expenditure Amendments		Amount
18	Office of Operations	
	Restore Electronics Supervisor position; increase funding for snow removal	$166,000
	Other Accounts	
19	Building Operations	
	Cost savings due to staffing changes	($122,000)
20	Debt Service	
	Increased funding due to revised debt payment schedules — this cost is more than offset in an increase in interest reimbursement from the Internal Revenue Service	$373,794
21	Benefits Clearing Account	
	Reducing estimated payments into the OPEB Trust Fund and adjusting for new actuarial adjustments; relocation of 1.0 FTE to Office of Human Capital	($6,848,643)
22	Special and Contingent Funds	
	Restore funding to unalloted salaries account from other budget accounts	$1,628,837
23	Internal Income	
	Non-instrumentality charter school administrative fee rebates and changes to optional services purchased by schools	$379,024
	School Operations Fund Expenditure Amendments Total	$2,907,970
	Construction Fund Expenditure Amendments Total	$0
	Extension Fund Expenditure Amendments Total	$0
	Categorical Fund Expenditure Amendment Total	$8,634,204

Position Authority			
Offices	FTE Positions	Statutory Funds	Categorical Funds
Office of Board Governance			
Records Management Specialist	1.00	$64,664	
Office of the Superintendent			
Director of Community and Business partnerships*	1.00	$94,700	
Community Engagement			
Marketing Specialist	1.00	$121,800	
To Be Determined position — Communications	(2.00)	($243,589)	
Family Services			
Coordinator — Parent Service Center*	1.00	$94,640	
Manager — Parent and Community Engagement	(1.00)	($117,636)	
Parent Info. Specialist	1.00	$72,634	
Project Director — Safe and Healthy Schools	(1.00)	($125,531)	
Student Assign & Data Base Asst	1.00	$64,739	

Position Authority			
Offices	FTE Positions	Statutory Funds	Categorical Funds
Supervisor — Enrollment Services	1.00	$155,216	
To Be Determined position — Family Services	(1.00)	($156,321)	
Student Services Specialist	1.00	$142,110	
Grant Development Services and Organizational Development			
All Grant Development Services and Organizational Development positions and funding move from the Office of the Superintendent to the Office of Innovation unless otherwise noted in this chart.			
Office of Innovation			
Grants Planning Assistant	1.00	$68,687	
Professional Development Supervisor*	(1.00)		($149,220)
Regional Director of School Support*	(1.00)		($188,462)
Regional Executive Specialist	(1.00)		($198,471)
To Be Determined position — Grants	(1.00)	($68,687)	
All Grant Development Services and Organizational Development positions and funding move to the Office of Innovation from the Office of the Superintendent unless otherwise noted in this chart.			
Office of Academics			
Academics Planning Assistant	1.00	$33,159	
Manager of Early Childhood*	1.00	$172,245	
Manager of Humanities*	1.00	$172,245	
Professional Development Supervisor*	1.00		$149,220
Program Coordinator	(1.00)		($149,220)
To Be Determined position — Grants	1.00		$149,220
Teacher — Speech Pathologist	0.25	$23,527	
Teacher — ESL	0.5	$47,054	
Office of School Administration			
Regional Director of School Support*	1.00		$188,462
Regional Executive Specialist*	1.00		$198,471
Office of Human Capital			
Absence Management System Technician — Retirement Services	1.00	$65,127	
Admin Assist II — Talent Management	1.00	$67,420	
Admin Assist II — Talent Management Title II	1.00		$65,620
Benefits Admin Analyst — Benefits and Compensation	(1.00)	($79,212)	

Position Authority			
Offices	FTE Positions	Statutory Funds	Categorical Funds
Benefits Admin Analyst — Retirement Services*	1.00	$79,212	
Coordinator, Talent Management	(1.00)	($141,366)	
Human Capital Services Asst — Benefits and Compensation	(1.00)	($55,265)	
Human Capital Services Asst — Retirement Services*	1.00	$55,265	
Human Capital Services Asst — Talent Management Title II	(1.00)		($65,620)
Human Res Mgmt Sys Adm — Benefits and Compensation	(1.00)	($142,262)	
Human Res Mgmt Sys Adm — Retirement Services*	1.00	$142,262	
Mgr., Pension & Data Systems — Benefits and Compensation	(1.00)	($172,245)	
Mgr., Pension & Data Systems — Retirement Services*	1.00	$172,245	
Pension Analyst — Employee Benefits	(1.00)	($129,328)	
Pension Analyst — Retirement Services*	1.00	$129,328	
Recruitment Specialist — Talent Management	2.00	$184,476	
Senior HR Assistant — Talent Management	(1.00)	($142,110)	
Sr. Data Management Asst — Benefits and Compensation	(1.00)	($65,127)	
Office of Finance			
Accounting Specialist	(1.00)	($129,328)	
Budget Planning Asst	1.00	$83,750	
Payroll Asst II	1.00	$47,673	
Payroll Asst I	(1.00)	($59,672)	
School Bookkeepers, 12-month	(3.00)	($155,931)	
School Bookkeepers, 10-Month	3.00	$158,069	
Office of Operations			
Interscholastic Coordinator	1.00	$36,350	
IT Service Technician	31.00	$1,488,000	
To Be Determined position — Technology	(31.00)	($1,488,000)	
Nutrition Inventory Clerk	1.00	$47,000	
Nutrition Kitchen Manager I — Lunch	(4.80)	($280,452)	
Nutrition Kitchen Manager II — Lunch	(0.10)	($65,837)	
Nutrition Food Service Mgr Trainee — Lunch	1.70	$77,563	
Nutrition Food Service Assistant — Lunch	18.22	$373,618	

Position Authority			
Offices	FTE Positions	Statutory Funds	Categorical Funds
Nutrition Food Service Asst In Charge — Lunch	3.07	$73,628	
Nutrition Kitchen Manager I — Breakfast	(1.20)	($70,113)	
Nutrition Kitchen Manager II — Breakfast	(0.02)	($16,422)	
Nutrition Food Service Mgr Trainee — Breakfast	0.42	$19,392	
Nutrition Food Service Assistant — Breakfast	32.88	$1,043,649	
Nutrition Food Service Asst In Charge — Breakfast	(3.48)	($162,975)	
To Be Determined position — Nutrition Services	(1.00)	($47,000)	
POSITIONS SUMMARY			
School Operation Fund	55.44	$1,557,038	$0
Extension Fund	0.00	$0	$0
Categorical Fund	0.00	$0	$0
Total	55.44	$1,557,038	$0

The recommendation would adjust the School Operations Fund for the changes described in Attachment 1 to this item, as provided under separate cover.

2. the annual budgetary resolutions be amended as indicated below:

SCHOOL OPERATIONS FUND

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~$960,548,580~~ **$968,656,551** 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 2015 Fiscal Year.~~; and that~~ In addition, pursuant to action taken by the Milwaukee 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]~~ the amount of **$56,344,936** will be required for the operation of the Milwaukee Parental Choice Program and that **$219,267,737** will be required for the operations of the Milwaukee Public Schools and that a total of **$275,612,673** 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 2015, 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 **$10,951,800** will be required for the 2015 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, **$9,600,000** by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2015, 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 **$21,487,194** will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2015 Fiscal Year, and that **$17,065,871** 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 2015, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

In accordance with Board Rule 1.14(3), "A recorded affirmative vote of two-thirds of the Board membership shall be necessary to…request tax funds or the sale of bonds for the purpose of school construction."

Director Falk moved to approve the administration's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9

Noes—None.

* * * * *

(Item D) Action on Timetable for the FY16 and FY17 MPS Biennial Budget

Background

A budget calendar is to be annually adopted by the Board per Board Governance Policy 2.05, Annual Board Planning Cycle.

This item is in accordance with State Statute 119.16(8) and Board Governance Policy 2.05, Annual Board Planning Cycle, which states, "A Board calendar with all work displayed on a timetable will be developed annually."

On June 27, 2013, the Board adopted a resolution establishing guidelines for the development of a sustainable financial plan, which stated "Starting in 2015, in addition to the mandated annual budget, the district shall present a biannual budget for offices, departments and schools, coinciding with the State's biannual budget."

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

BG 2.05, Annual Board Planning Cycle

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact from the adoption of the budget timetable.

Superintendent's Recommendation

The Administration recommends that the Board adopt the FY16 and FY17 budget timetable as presented below:

FY16 and FY17 Proposed Biennial Budget Timetable		
Date(s)	Activity	Responsibility
Year-round	Plan, organize, and coordinate the development, preparation, presentation, implementation, and evaluation of the district's biennial budget.	Administration
August — October	Discuss the proposed budget timetable, potential parameters, new programs, and initiatives to be considered when preparing the budget recommendations.	Administration; Committee on Strategic Planning and Budget; Board
September-October	Release online survey to solicit stakeholder input into the development of the proposed budget.	Administration
October	Board considers and takes action on amendments to the adopted budget for the current fiscal year based on updated enrollment and revenue data. Board Clerk transmits amended adopted budget to the Milwaukee Common Council.	Administration Board
November	Discus the district's five-year financial forecast and Board action on proposed budget timetable and parameters.	Administration; Office of Accountability and Efficiency; Office of Board Governance; Committee on Strategic Planning and Budget; Board
November-December	Discussion and Board action on any potential new fiscal year school changes.	Administration; Committee on Student Achievement and School Innovation; Board
January	Discuss budget process and preliminary/revised allocations. Offices prepare proposed budgets.	Administration & All Offices; Committee on Strategic Planning and Budget; Board
February	Schools with input from their School Governance Council's prepare proposed budgets.	Administration
March	Listening session to collect additional stakeholder feedback on budget process and district needs.	Administration
May	Proposed budget released. Public hearings on proposed budget. Statutory public hearing notice published. Statutory hearing on proposed budget. Board members submit and take action on possible amendments to the proposed budget.	Administration; Office of Board Governance; Committee on Strategic Planning and Budget; Board
June	Board takes action on proposed budget. Board Clerk transmits adopted budget to the Milwaukee Common Council.	Administration; Office of Board Governance; Board

Director Sain moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9

Noes—None.

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COMMUNICATIONS FROM THE BOARD CLERK

(Item A) 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 Region 14, the Milwaukee Board of School Directors can elect 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 on January 21, 2015. The current WASB delegate from Region 14 is Director Terrance 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 Rules Statement

Board Rule 1.28 — Board Memberships

Fiscal Impact Statement

No fiscal impact.

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 2015.

President Bonds nominated Director Falk to serve as 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 2015.

On the motion of Director Holman, Director Falk was elected as the Board's delegate to WASB, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Woodward—1.

* * * * *

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

The Board Clerk presented 14 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Spence moved to accept the reports of the Independent Hearing Officers of October 3, 7, 8, 9, 14, and 23, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—None.

Temporarily absent—Director Woodward—1.

* * * * *

REPORTS OF STANDING COMMITTEES

On the motion of Director Falk, the reports of the Standing Committees were accepted, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—None.

Temporarily absent—Director Woodward—1.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 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.

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.

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

As part of the LRE 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 least restrictive environment (LRE). The LRE Plan became part of the School Improvement Plan (SIP) in the 2011-12 school year, which all schools are required to complete. Within the plan, schools must identify a team to work on ways to include students with special education with their non-disabled peers, set a target goal, and include steps to reach that goal.

* * * * *

(Item 2) Report and Possible Action on Parental Dispute Resolution System (PDRS) 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.

MPS wants to help parents and families find solutions when there is a concern about their children's education. This process is called the Parent Dispute Resolution System (PDRS). Under PDRS, there are three levels of complaints: (1) School Disputes, which include all general school issues such as complaints about personnel or busing concerns, regardless of the special education status of the child; (2) Special Education disputes, which include all IEP-related issues (e.g., disputes involving eligibility or services); and (3) School Appeals, which include those cases in which the primary goal of the parent is to request a new school assignment. Because school appeals may not be linked to a specific concern, these cases will not be included in the monthly PDRS reports.

The district has identified five days as the targeted period of time in which to resolve each PDRS complaint. In order to support school leaders in meeting this target, the following staff members are immediately notified whenever a PDRS Special Education dispute is filed:

a. Educational Leader of School,

b. Regional Director of School Support,

c. Regional Coordinator of Specialized Services, and

d. Manager of Extended Services, Office of Family and Student Services

Oversight and follow-up is provided via a weekly report summary of unresolved disputes, which is forwarded to those staff members mentioned above. The Office of Family and Student Services (Manager of Extended Services) also follows up and confirms that action has been taken.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 3) Information and Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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

The Procedural Compliance Self Assessment (PCSA) includes a school-based assessment aspect 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 measurement activity provide school-based and district-level data. The school-based data are used to form the goals and actions steps for special education compliance activities that are included in each individual School Improvement Plan (SIP). The district-wide data are used to analyze district-wide supports and to develop, if indicated, plans of improvement for district-wide systems serving students with disabilities.

Each school will receive the results of the 2013-14 PCSA with the expectation that data will be included in the school-wide planning for the 2014-15 school year. Each school is required to include plans within its School Improvement Plan to address all of the individual compliance items that were measured below 100% and which are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve and maintain 100% in each of the identified compliance items. The federal oversight requires the 100% compliance.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 4) Report and Possible Action on Innovation Regional Showcase

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Background

The Innovation Region consists of 14 schools (eight comprehensive high schools and six K-8 schools) that are the recipients of the Board-approved Commitment School grants. With the award of this additional three-year grant, each school leader has the opportunity of implementing various research-based school models, focused staff professional development in reading and mathematics, and increased parental and community engagement, along with improving academic achievement at all grade levels. Therefore, schools in the Innovation Region have created a calendar of events that will be offered each month to welcome all parents, families, and community members. The calendar attached to the minutes of your Committee's meeting lists several of the events taking place during the months of September and October, with additional events available on each school website.

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 5) Report and Possible Action on District Parental 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.

Milwaukee Public Schools is committed to increasing parental engagement throughout the district, and the Office of Family and Community Engagement will continue to assist schools with resources to:

- guide parental engagement strategies and activities;
- guide parents who are interested in helping with parental engagement at their children's schools; and
- provide tips for helping to increase student achievement and supporting children at home.

Activities to promote parental engagement include but are not limited to:

a. Parent Coordinators

On Wednesday, September 10, 2014, the first Parent Coordinators meeting was held at Central Office in the auditorium. The Coordinators were equipped with information on the District's state-licensed Early Childhood program that provides developmentally appropriate programming for children two and three years of age. This program, which is designed to improve school readiness for young children and to provide a seamless transition to kindergarten, is offered at Keefe Avenue, Brown Street Academy, Story, Maple Tree, Sherman, Kluge, and Gwen T. Jackson.

In addition, the parent coordinators were given information about volunteer services and strategies for effective volunteer recruitment. The goal is to ensure compliance with the District's requirement of two representatives for the District's Advisory Committee (DAC) and 51% parental representation on the schools' Governance Councils.

The Parent Coordinators were also introduced to the electronic reporting system for tracking parental engagement. The reporting tracks the components essential to effective parental engagement:

- providing parenting support;
- communicating with parents;
- providing a variety of volunteer opportunities;
- supporting learning at home;
- encouraging parents to be part of decision making in schools; and
- collaborating with the community (Epstein, 2009).

b. Partnershps

(1) PTA (Parent Teacher Association)

The PTA continues to offer information that sparks awareness of local PTA activities, and opportunities for participation are communicated through newsletters and unit members. All units received a newsletter, and a parent newsletter was sent to all PTA members.

(2) Milwaukee Achiever

Milwaukee Achiever will continue to offer GED training and tutoring in the North Division and South Division District Parent Centers. The addition to services includes implementation of the 5.09 Program, which offers parents an alternative GED Certification method that is based on portfolio development.

c. Upcoming Professional Development Workshops for Parents

The MPS College Access Center will offer workshops to parents on varying topics that help to promote college readiness for youth and families. The information is as follows:

- Right Fit — November 5, 2014, at South Division
- Preparing for the Test — December 3, 2014, at North Division
- Financial Aid — January 7, 2015, at North Division
- Scholarships — March 4, 2015, at South Division
- Visiting Schools — April 1, 2015, at North Division
- Making Summer Count — June 3, 2015, at South Division

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 and Possible Action on District and School Report Cards

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

School report cards were released by the Wisconsin Department of Public Instruction on September 16, 2014. This is the third year in which report cards have been developed for schools across Wisconsin and the second year for districts. The district and schools are scored and receive an overall accountability rating based on WKCE results and on-track readiness metrics.

For the first time, all schools received report cards or alternate report cards. Schools that are new, serve predominately at-risk populations, or do not have enough students at tested grades receive the alternate report cards. These schools were required to demonstrate that they were improving, maintaining, or declining in reading and math achievement, as well as readiness factors.

Your Committee reports having received an overview of the district's report card's results, data included in each metric, and an overview of work being done as a result (see attachments to the minutes of your Committee's meeting).

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact at this time.

* * * * *

(Item 2) Action on a Charter School Petition for Marian Wright Edelman Community School

Background

On September 29, 2014, Shawon Leflore-Turnch submitted a charter petition for the creation of Marian Wright Edelman (MWE) Community School. Through this petition, MWE would be created as an instrumentality charter school, serving approximately 200 students in the first year and up to a maximum capacity of 292 in subsequent years. The school is proposing to offer enrollment for students in K3 through 8th grade, beginning with the 2016-2017 school year.

The Charter School Review Panel met on Wednesday, October 8, 2014, to review the Marian Wright Edelman Community School charter petition. At that meeting, the charter school development team, led by Shawon Leflore-Turnch and LaKendra Brown, made a presentation before the Charter School Review Panel, outlining the framework for the charter school.

This item is being presented to the Board pursuant to Wisconsin State Statute 118.40, Charter Schools, and MPS Administrative Policy and Procedure 9.12, Charter Schools.

Pursuant to Wisconsin Statute 118.40(2)(a), the Board must hold a public hearing within 30 days after receiving a petition by MPS teachers to establish a MPS charter school.

A public hearing is scheduled for Tuesday, October 14, 2014, during the meeting of the Committee on Student Achievement and School Innovation.

Pursuant to Wisconsin Statute 118.40(2)(c), the Board shall either grant or deny the petition within 30 days after the public hearing.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the charter school petition for the Marian Wright Edelman Community School, as attached to the minutes of your Committee's meeting, and direct the Office of Board Governance and the Office of Contracted Schools Services, in conjunction with the City Attorney's office, to begin contract negotiations, to include flexibility in regard to an ultimate site for the school.

Adopted with the roll call vote to accept the Committee reports.

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(Item 3) Report and Possible Action on Commitment Schools/Low-Performing Schools

Your Committee reports having received a report, as attached to the minutes of your Committee's meeting, from the Administration regarding Commitment Schools and low-performing schools. Although this item has been noticed for possible action, no action is required.

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(Item 4) Report and Possible Action on Research Agenda

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

The Administration has developed its research agenda and would like to re-establish monthly "research briefs" to review district research and evaluation reports.

The Director of Research provided to the Committee on Student Achievement and School Innovation an overview of the district's research agenda for the 2014-15 school year (see attachments to the minutes of your Committee's meeting) as a prelude to reinstitution of the monthly research briefs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

* * * * *

(Item 5) Report and Possible Action on the Truancy Abatement and Burglary Suppression (TABS) 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.

In 1993, the Truancy Abatement Burglary Suppression Program ("TABS" Program) was established to confront the issue of truancy and juvenile crime in the Milwaukee Community.

The TABS Program began as a collaborative effort among the City of Milwaukee ("City"), the Milwaukee Board of School Directors (hereinafter, "MPS"), the Boys and Girls Club of Greater Milwaukee (hereinafter, the "Club"), and the Milwaukee County Sheriff's Department.

MPS is required by Wisconsin § 119.55(1)(a)(b) to establish two youth service centers for the counseling of children who are taken into custody under Wisconsin §938.19(1)(d)10 for being absent from school without an acceptable excuse under Wisconsin § 118.15, and to contract with the club for the operation of the established two youth service centers.

The TABS Program was designed to enforce the compulsory school attendance laws in the City of Milwaukee. Through the program's efforts, truant youth are:

- identified and removed from the streets during school hours
- assessed for school assignments and patterns of attendance
- assisted in identifying barriers to consistent attendance
- monitored to ensure re-entry and improved attendance.
- assisted in locating professionals who can support their families in making the necessary changes.

Program Goals, Associated Activities, and Outcomes

Goal One:	To enforce the compulsory school attendance laws by intervening with youth who are truant
Goal Two:	To suppress daytime crime committed by out-of-school youth

Goal Three: To increase the attendance rates of habitually truant youth picked up through the TABS program

Goal Four: To re-engage out-of-school youth in the educational mainstream.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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, Classified Retirements, and Affirmative Action Report

Action on Classified Personnel Transactions

	Name and Assignment	Position and Salary	Date
		New Hires	
2	Ronald Coleman	Building Service Helper I $11.13 per hour	09/08/2014
5	Danica Draca	Building Service Helper I $11.13 per hour	08/25/2014
2	Kierra Evans	Building Service Helper I $11.13 per hour	08/25/2014
2	Robert Gardner	Building Service Helper I $11.13 per hour	08/25/2014
2	Melvin Lewis Jr.	Building Service Helper I $11.13 per hour	09/15/2014
2	Robert Gutter	Central Kitchen Delivery Driver $19.71 per hour	08/22/2014
2	Cavonna Assigbley	Children's Health Assistant $16,662.81	09/02/2014
2	Angela Bell	Children's Health Assistant $16,662.81	08/26/2014
2	Mekie Sims	Children's Health Assistant $16,662.81	08/26/2014
2	Dantedra Bland	Food Service Assistant $10.81 per hour	09/16/2014
2	Rasheda Conley	Food Service Assistant $10.81 per hour	09/15/2014
2	Karen Daniel	Food Service Assistant $10.81 per hour	09/16/2014
5	Lauren McKinney	Interpreter-DHH-6HRS-LEV 1 $24,305.00	08/26/2014

5	Daniel Anderson	IT Service Technician $46,697.94	09/15/2014
2	Brian Buliox	IT Service Technician $50,232.00	09/15/2014
2	Bryan Evans	IT Service Technician $46,697.94	09/15/2014
4	Julio Fernandez	IT Service Technician $55,917.26	09/15/2014
5	Russell Fox	IT Service Technician $46,697.94	09/15/2014
5	Jeffery Gardner	IT Service Technician $50,778.00	09/15/2014
4	Christian Guilbert	IT Service Technician $52,416.00	09/15/2014
2	Jeremy Harden	IT Service Technician $46,697.94	09/15/2014
5	Kevin Klug	IT Service Technician $46,697.94	09/15/2014
2	Christina Lopez	IT Service Technician $46,697.94	09/15/2014
2	Anthony Luckett	IT Service Technician $55,917.26	09/15/2014
2	Julius Malone	IT Service Technician $46,697.94	09/15/2014
5	Wesley Nyenhuis	IT Service Technician $46,697.94	09/15/2014
5	Eric O'Brien	IT Service Technician $46,697.94	09/15/2014
4	John Riojas	IT Service Technician $52,416.00	09/15/2014
5	Stephen Sanders	IT Service Technician $54,600.00	09/15/2014
2	Meredith Semons	IT Service Technician $46,697.94	09/15/2014
2	James Semons	IT Service Technician $46,697.94	09/15/2014
5	Steven Stein	IT Service Technician $50,778.00	09/15/2014
5	Mike Walsh	IT Service Technician $52,962.00	09/15/2014
2	Marco Washington	IT Service Technician $46,697.94	09/15/2014
5	Nick Weber	IT Service Technician $52,416.00	09/15/2014
5	Nicholas Welytok	IT Service Technician $50,232.00	09/15/2014
2	Anna Adzomfoa	Para Ed Assistant $17,823.69	08/26/2014
2	Brady Allen	Para Ed Assistant $17,823.69	08/26/2014
2	Albert Allen	Para Ed Assistant $17,823.69	08/26/2014
4	Francisca Andino	Para Ed Assistant $17,823.69	08/26/2014

2	Lori Banks	Para Ed Assistant $17,823.69	08/26/2014
2	Lynn Barnes	Para Ed Assistant $17,823.69	08/26/2014
5	Steven Benthien	Para Ed Assistant $17,823.69	08/26/2014
2	Tracie Blue	Para Ed Assistant $17,823.69	08/26/2014
2	Lataha Boatright	Para Ed Assistant $17,823.69	08/26/2014
2	Jacquelyn Boyd	Para Ed Assistant $17,823.69	08/29/2014
2	Sherida Bradford	Para Ed Assistant $17,823.69	08/26/2014
2	Anthony Bryant	Para Ed Assistant $17,823.69	08/26/2014
2	Stevie Calvin	Para Ed Assistant $17,823.69	08/26/2014
2	Erica Carson	Para Ed Assistant $17,823.69	08/26/2014
2	TiQuita Carter	Para Ed Assistant $17,823.69	08/26/2014
2	Ganon Coates	Para Ed Assistant $17,823.69	08/26/2014
2	Janiea Colbert	Para Ed Assistant $17,823.69	08/26/2014
4	Julio Cordova	Para Ed Assistant $17,823.69	08/26/2014
2	Valencia Coston	Para Ed Assistant $17,823.69	08/26/2014
2	Ashley Crosby	Para Ed Assistant $17,823.69	08/26/2014
2	Denver Cruickshank	Para Ed Assistant $17,823.69	09/15/2014
2	Shenethia Crump	Para Ed Assistant $17,823.69	08/26/2014
2	Ashaunti Davis	Para Ed Assistant $17,823.69	08/26/2014
2	Pamela Davis	Para Ed Assistant $17,823.69	09/05/2014
4	Sandra Dekelaita	Para Ed Assistant $17,823.69	08/26/2014
5	Teresa Drews	Para Ed Assistant $17,823.69	08/26/2014
2	Dorothy Dyer	Para Ed Assistant $17,823.69	08/26/2014
4	Yesenia Espinoza	Para Ed Assistant $17,823.69	08/26/2014
4	Deidra Fabian	Para Ed Assistant $17,823.69	08/26/2014
5	Amal Fares	Para Ed Assistant $17,823.69	08/26/2014
2	LaSeanza Flowers	Para Ed Assistant $17,823.69	08/26/2014

2	Vickie Foster	Para Ed Assistant $17,823.69	09/11/2014
5	Kaleigh Rae Gamache	Para Ed Assistant $17,823.69	08/26/2014
1	Delia Gast	Para Ed Assistant $17,823.69	08/26/2014
2	Troy Gladney	Para Ed Assistant $17,823.69	08/26/2014
2	Jovan Goldsmith	Para Ed Assistant $17,823.69	08/26/2014
4	Silma Gonzalez	Para Ed Assistant $17,823.69	08/26/2014
2	Nakita Grant	Para Ed Assistant $17,823.69	08/26/2014
2	Tia Gray	Para Ed Assistant $17,823.69	08/26/2014
2	Geneva Gray	Para Ed Assistant $17,823.69	08/26/2014
2	Raquel Griffin	Para Ed Assistant $17,823.69	08/26/2014
2	Sinclaire Guidry	Para Ed Assistant $17,823.69	08/26/2014
4	Claudia Gutierrez	Para Ed Assistant $17,823.69	09/17/2014
5	Tasha Hamilton	Para Ed Assistant $17,823.69	08/26/2014
2	Kendrick Hampton	Para Ed Assistant $17,823.69	08/26/2014
5	Chris Harman	Para Ed Assistant $17,823.69	08/26/2014
2	Jerrel Harris	Para Ed Assistant $17,823.69	09/18/2014
5	Rachel Heddles	Para Ed Assistant $17,823.69	08/27/2014
2	Tamuel Hendricks	Para Ed Assistant $17,823.69	08/26/2014
4	Nelson Hernandez	Para Ed Assistant $17,823.69	08/26/2014
2	Vanessa Herron	Para Ed Assistant $17,823.69	08/26/2014
2	Theresa Hobson	Para Ed Assistant $17,823.69	08/26/2014
5	Holly Hofmann	Para Ed Assistant $17,823.69	08/26/2014
2	Tamisha Hollis	Para Ed Assistant $17,823.69	09/08/2014
2	Chasity Holloway	Para Ed Assistant $17,823.69	09/04/2014
2	Christopher Hubbard	Para Ed Assistant $17,823.69	08/26/2014
2	Rochelle Ingram	Para Ed Assistant $17,823.69	09/08/2014
2	Ostassia Jackson	Para Ed Assistant $17,823.69	08/26/2014

2	Demeris Jacobs	Para Ed Assistant $17,823.69	08/26/2014
2	Yolanda Johnson	Para Ed Assistant $17,823.69	08/27/2014
2	Loretha Johnson	Para Ed Assistant $17,823.69	09/10/2014
2	Aletha Jones	Para Ed Assistant $17,823.69	08/26/2014
2	Brenda Jones	Para Ed Assistant $17,823.69	09/02/2014
2	ADante Jordan	Para Ed Assistant $17,823.69	08/27/2014
5	Christine Kilps	Para Ed Assistant $17,823.69	08/26/2014
2	Mamady Konneh	Para Ed Assistant $17,823.69	08/26/2014
5	Kellie Krawczyk	Para Ed Assistant $17,823.69	08/26/2014
5	Riley Kreuzer	Para Ed Assistant $17,823.69	08/26/2014
2	Sharmayne Kyles	Para Ed Assistant $17,823.69	08/26/2014
5	Ana LaLlave	Para Ed Assistant $17,823.69	08/26/2014
2	Tyana LaMar	Para Ed Assistant $17,823.69	08/26/2014
2	Darrell Lane	Para Ed Assistant $17,823.69	08/26/2014
5	Morgan Lange	Para Ed Assistant $17,823.69	08/26/2014
5	Emily Lohner	Para Ed Assistant $17,823.69	08/26/2014
1	Josephine Lopez	Para Ed Assistant $17,823.69	08/26/2014
4	Edwin Maldonado	Para Ed Assistant $17,823.69	08/26/2014
5	Meredith Malo	Para Ed Assistant $17,823.69	08/28/2014
2	Roshay Malone	Para Ed Assistant $17,823.69	08/26/2014
2	Tashico May	Para Ed Assistant $17,823.69	08/26/2014
5	Jason McClelland	Para Ed Assistant $17,823.69	08/26/2014
4	Elisa Medina	Para Ed Assistant $17,823.69	09/08/2014
3	Susanna Melendez	Para Ed Assistant $17,823.69	08/26/2014
5	Sara Miller	Para Ed Assistant $17,823.69	08/26/2014
2	Milia Mims	Para Ed Assistant $17,823.69	08/26/2014
5	Dana Mittelstadt	Para Ed Assistant $17,823.69	08/26/2014

2	Jennifer Morris	Para Ed Assistant $17,823.69	08/26/2014
5	Ashley Mueller	Para Ed Assistant $17,823.69	08/26/2014
5	Stephanie O'Dell	Para Ed Assistant $17,823.69	08/26/2014
5	Eve Orwig	Para Ed Assistant $17,823.69	08/26/2014
5	Lisa Parsons	Para Ed Assistant $17,823.69	08/26/2014
2	Aisha Pasha	Para Ed Assistant $17,823.69	09/15/2014
2	Jaron Perry	Para Ed Assistant $17,823.69	08/26/2014
2	Marie Polk	Para Ed Assistant $17,823.69	08/26/2014
5	Angela Price	Para Ed Assistant $17,823.69	08/26/2014
5	Dale Raab	Para Ed Assistant $17,823.69	08/26/2014
1	Sonia Raymonds	Para Ed Assistant $17,823.69	08/26/2014
2	Shorelonda Reel Avery	Para Ed Assistant $17,823.69	08/26/2014
5	Megan Rierdon	Para Ed Assistant $17,823.69	08/26/2014
4	Andrea Rivera Garcia	Para Ed Assistant $17,823.69	08/26/2014
5	Patricia Roche	Para Ed Assistant $17,823.69	08/26/2014
2	Jermirah Rogers	Para Ed Assistant $17,823.69	08/27/2014
4	Carmen Rojo	Para Ed Assistant $17,823.69	08/26/2014
2	Brenda Roshell	Para Ed Assistant $17,823.69	08/26/2014
5	Nora Sachs	Para Ed Assistant $17,823.69	08/26/2014
6	Floreda Saffold	Para Ed Assistant $17,823.69	08/26/2014
5	Tamara Santiago Ignasiak	Para Ed Assistant $17,823.69	08/26/2014
5	Thomas Schadeberg	Para Ed Assistant $17,823.69	08/26/2014
5	Jennifer Schlipmann	Para Ed Assistant $17,823.69	08/26/2014
5	Lisbeth Shady	Para Ed Assistant $17,823.69	08/22/2014
5	Adam Shafer	Para Ed Assistant $17,823.69	08/26/2014
2	Angela Sims	Para Ed Assistant $17,823.69	08/26/2014
5	Zachary Skinner	Para Ed Assistant $17,823.69	08/26/2014

3	Anna Marie Smerchek	Para Ed Assistant $17,823.69	08/26/2014
2	Naomi Smith	Para Ed Assistant $17,823.69	08/26/2014
5	Aaron Smith	Para Ed Assistant $17,823.69	08/26/2014
4	Aura Soto	Para Ed Assistant $17,823.69	08/26/2014
4	Lisbeth Soto	Para Ed Assistant $17,823.69	08/26/2014
2	Alexis Stanley	Para Ed Assistant $17,823.69	08/26/2014
2	Jacqueline Stone	Para Ed Assistant $17,823.69	08/26/2014
5	Courtney Susedik	Para Ed Assistant $17,823.69	08/26/2014
2	Brittanni Tillman	Para Ed Assistant $17,823.69	08/26/2014
2	Kyle Tolbert	Para Ed Assistant $17,823.69	08/26/2014
4	Isis Torres	Para Ed Assistant $17,823.69	08/26/2014
2	Kawanda Vann	Para Ed Assistant $17,823.69	08/26/2014
4	Norma Velazquez	Para Ed Assistant $17,823.69	09/16/2014
5	Cira Verhage	Para Ed Assistant $17,823.69	08/26/2014
2	Aaron Walker	Para Ed Assistant $17,823.69	08/26/2014
2	Tiffany Ware	Para Ed Assistant $17,823.69	09/02/2014
5	Jennifer Wichmann	Para Ed Assistant $17,823.69	08/26/2014
5	Jodie Wieland	Para Ed Assistant $17,823.69	08/26/2014
5	Kathleen Wiese	Para Ed Assistant $17,823.69	08/26/2014
2	Michael Williams	Para Ed Assistant $17,823.69	08/26/2014
2	Lashawn Williamson	Para Ed Assistant $17,823.69	08/26/2014
5	Judith Wobick	Para Ed Assistant $17,823.69	08/25/2014
5	Zeinab Younes	Para Ed Assistant $17,823.69	08/26/2014
4	Yaphet Morales	Para Ed Assistant — IB $17,823.69	08/26/2014
2	Sheila Witherspoon	Para Ed Assistant — IB $17,823.69	08/26/2014
2	Victoria Farrington	Para Ed Assistant — YR $17,823.69	09/02/2014
2	Patricia Thompson	Para Ed Assistant — YR $17,823.69	09/02/2014

2	Darius Holmes	Para Ed Assistant — Hourly $15.88 per hour	08/27/2014
2	Elizabeth Brown	School Bookkeeper — 10-month $29,247.14	09/02/2014
5	Brian Hankwitz	School Bookkeeper — 10-month $29,247.14	09/02/2014
5	Victor Torkildson	School Bookkeeper — 10-month $29,247.14	09/02/2014
2	Dakalia Beamon	School Secretary I — 10-month $22,445.64	08/29/2014
2	Katrice Brown	School Secretary I — 10-month $22,445.64	09/02/2014
2	Jasmine Buie Jones	School Secretary I — 10-month $22,445.64	09/08/2014
5	Amanda Dahl	School Secretary I — 10-month $22,445.64	08/26/2014
4	Karina Petri	School Secretary I — 10-month $22,445.64	09/15/2014
4	Angela Rios	School Secretary I — 10-month $22,445.64	09/17/2014
5	Janine Sedor	School Secretary I — 10-month $30,100.42	09/17/2014
2	Tiara Wade	School Secretary I — 10-month $22,445.64	08/27/2014
5	Teri Zeren	School Secretary I — 10-month $22,445.64	09/15/2014
4	Danigsha Correa	School Secretary I — 12-month $27,063.02	09/15/2014
4	Bethzaida Cruz	School Secretary I — 12-month $27,063.02	09/08/2014
5	Barbara Hohnke	School Secretary I — 12-month $33,306.00	09/15/2014
		Promotions	
2	Florestine Taylor	Boiler Attendant $35,552.92	09/15/2014
5	Deborah Deschler	Food Service Assistant — In Charge $13.55 per hour	09/02/2014
5	Victoria Diges	Food Service Assistant — In Charge $13.55 per hour	08/21/2014
2	Johnny Winfield	Food Service Assistant — In Charge $13.55 per hour	08/21/2014
2	Darcel Montriel-Grayson	Food Service Assistant — In Charge — Year-round08/21/2014 $13.03 per hour	
5	Thomas Humpa	IT Service Technician $46,697.94	09/15/2014
2	Darlene Allen	Para Ed Assistant $17,823.69	08/26/2014
2	Debra Broughton	Para Ed Assistant $17,823.69	08/26/2014
2	Jennifer Carter	Para Ed Assistant $17,823.69	08/26/2014

6	Michael Glabere	Para Ed Assistant $17,823.69	08/26/2014
2	Hitashia Goodmon	Para Ed Assistant $17,823.69	08/26/2014
4	Joseph Grihalva	Para Ed Assistant $17,823.69	08/26/2014
2	Marquis Hazelwood	Para Ed Assistant $17,823.69	08/26/2014
2	Rashedi Moore	Para Ed Assistant $17,823.69	08/26/2014
2	Elizabeth Rimmer	Para Ed Assistant $17,823.69	08/26/2014
5	Yvette Sims	Para Ed Assistant $17,823.69	09/02/2014
1	Heidi Sivilotti	Para Ed Assistant $17,823.69	09/08/2014
2	Fredasharron Smith	Para Ed Assistant $17,823.69	09/16/2014
2	Raquel Sylvester	Para Ed Assistant $17,823.69	08/26/2014
2	Dorothy Vanderkolk	Para Ed Assistant $17,823.69	08/26/2014
2	Charita Bates	School Secretary I — 10-month $25,444.00	08/25/2014
2	Ana Cocroft	School Secretary I — 10-month $22,445.64	08/28/2014
4	Carmencita Cruz	School Secretary II — 12-month $37,039.00	09/15/2014
5	Deanna Scholz	School Kitchen Manager II $30,869.34	08/25/2014
2	Damone Hill	School Engineer II $47,515.78	09/08/2014

Rehires

2	Tameika Cross	Children's Health Assistant $16,662.81	09/15/2014
2	Brittany McCoy	Children's Health Assistant $16,662.81	08/26/2014
5	Eric Beaumont	Para Ed Assistant $17,823.69	08/26/2014
4	Shonda Ceballos	Para Ed Assistant $17,823.69	08/26/2014
5	Robin Cianciola	Para Ed Assistant $17,823.69	08/26/2014
2	Mercedes Cosey	Para Ed Assistant $17,823.69	09/15/2014
2	Cassandra Crosby	Para Ed Assistant $17,823.69	08/26/2014
2	Kenneth Edwards	Para Ed Assistant $17,823.69	08/26/2014
4	Mary Figueroa	Para Ed Assistant $17,823.69	08/26/2014
2	Alfreda Jemison	Para Ed Assistant $17,823.69	08/26/2014

2	Alicia Johnson	Para Ed Assistant $17,823.69	08/26/2014
5	Paul Kaap	Para Ed Assistant $17,823.69	09/08/2014
5	Brenda King	Para Ed Assistant $17,823.69	08/26/2014
5	Shawna Knight	Para Ed Assistant $17,823.69	08/26/2014
2	Erikka Kroeger	Para Ed Assistant $17,823.69	08/26/2014
5	Jennifer Navidad	Para Ed Assistant $17,823.69	08/26/2014
2	Cleveann Nolan	Para Ed Assistant $19,747.30	08/26/2014
4	Danilo Rivas	Para Ed Assistant $17,823.69	08/26/2014
2	Dolly Whittington Lee	Para Ed Assistant $17,823.69	08/26/2014
2	Xenia Brown	Para Ed Assistant — IB $17,823.69	08/26/2014

Action on Certificated Appointments — Teachers, Traditional Calendar

Ethnic Code	Name	Division	Salary	Start Date
2,a,nr	Adamu, Francis Special Ed Multicategorical	B	$41,200.00	8/26/2014
4,r	Adorno, Ruth Bilingual Education	B	$41,700.00	8/26/2014
5,a,nr	Alexander, Robyn High School — General	B	$41,200.00	8/26/2014
2,nr	Anderson, Dorian Health & Phy Ed	B	$41,200.00	9/17/2014
5,r	Anton Bonete, Josefa Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Ashbeck, Cheri Gen Elem & K8 — All Grades	B	$56,200.00	8/27/2014
5,nr	Bachour Chahine, Jany Bilingual Education	B	$41,200.00	8/26/2014
4,a,r	Balseiro, Yahaira Kindergarten (4-year-olds)	B	$41,200.00	8/27/2014
2,a,r	Banks, Demetrius Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Barnes, Tammy Special Ed Multicategorical	B	$41,200.00	8/26/2017
4,a,nr	Basabe, Iraida Del Early Childhood — Special Ed	B	$41,200.00	8/26/2014
2,r	Battles, Keywana Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,nr	Bentley, Phyllis Special Ed Multicategorical	B	$62,200.00	8/26/2014
5,a,r	Benz, David Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014

5,nr	Bernam, Sarah Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,r	Bettine, Cynthia Music	C	$56,500.00	8/28/2014
5,a,r	Bingen, Luke Social Studies	B	$41,200.00	8/26/2014
5,a,r	Binor, Iris Art	C	$56,700.00	8/26/2014
2,a,r	Boddie, Xavier Amp Hpe	B	$41,200.00	9/2/2014
2,a,r	Bonds, Gregory Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Bonds, Isaiah Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,r	Brinkman, Marijana Title I Schoolwide	B	$41,700.00	8/26/2014
5,r	Bromirski, Amelia High School — General	B	$41,200.00	8/26/2014
5,r	Brown, Erica English	B	$41,200.00	8/26/2014
5,nr	Brown, Laurie Science	C	$56,500.00	8/26/2014
6,nr	Buchen, Jean English as a Second Language	B	$41,200.00	9/8/2014
2,a,r	Bullock Sloan, Jennifer Multicategorical Comp Sen	B	$41,200.00	8/26/2014
4,nr	Cabrera, Eduardo Foreign Language	B	$41,200.00	8/26/2014
5,a,r	Campbell, Thomas Reg (5-year-old) Kindergarten	B	$53,500.00	9/2/2014
5,nr	Carini, Frank Health & Phy Ed	B	$41,200.00	9/15/2014
2,r	Carrington, Danielle English	B	$41,200.00	8/26/2014
4,r	Castillo, David Multicategorical Comp Sen	B	$41,200.00	8/26/2014
4,r	Castillo, Marco Middle School General	B	$41,200.00	8/26/2014
2,a,nr	Chambers, Sonia Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,a,r	Cifax, Arnold Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,r	Cogdall, Thomas Specialty Program Implementor	C	$82,613.60	9/3/2014
2,a,r	Connor, Kelly Health & Phy Ed	C	$59,200.00	8/26/2014
2,r	Curtis, Kyon Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,a,r	Daniels, Mary Kate Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Dillenburg, Stacie Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,a,r	Djukic, Sonja Guidance	B	$41,200.00	8/26/2014

5,r	Duris, Jerod English	C	$44,200.00	8/26/2014
4,a,nr	Eastberg, Cindy Social Studies	C	$62,500.00	8/26/2014
5,r	Ellison, Hannah Bilingual Education	B	$41,200.00	8/26/2014
5,r	Feuerstein, John Gen Elem & K8 — All Grades	C	$44,200.00	8/26/2014
5,r	Fracchia, Enrica Reg (5-year-old) Kindergarten	B	$41,200.00	8/26/2014
5,nr	Frank, Theodore Multicategorical Comp Sen	B	$41,200.00	9/3/2014
5,a,nr	Frey, Jill High School — General	B	$48,200.00	8/26/2014
5,r	Gallagher, Joseph Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Galloway, Natalie Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,a,r	Gillespie, Frankie Science	B	$41,200.00	8/26/2014
5,r	Gonzalez, Pablo Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,r	Gonzalez, Solmaris Foreign Language	B	$41,200.00	8/26/2014
5,a,r	Groh, Anne Gen Elem & K8 — All Grades	C	$65,200.00	8/26/2014
5,r	Guttman, Miriam Multicategorical Comp Sen	C	$56,500.00	8/26/2014
5,r	Haase, Hannah Kindergarten (4-year-old)	B	$41,200.00	8/27/2014
5,nr	Hall, Timothy Multicategorical Comp Sen	B	$41,200.00	8/26/2014
2,r	Hampton, Khalia SAGE	B	$41,200.00	9/2/2014
4,r	Harper, Keisha Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,a,r	Hatchett, Sophia SAGE	B	$41,200.00	8/26/2014
5,r	Hattamer, Amy English as a Second Language	B	$41,200.00	8/26/2014
5,a,r	Hausknecht, JoAnn Library	C	$54,700.00	8/26/2014
5,r	Heckner, Craig High School — General	B	$41,200.00	8/28/2014
5,a,nr	Heese Williams, Jean Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
3,r	Hefner, Pauravi High School — General	B	$41,200.00	8/26/2014
2,r	Helsell, Krista Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,nr	Hernandez, Jose Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Hesse, Sarah Special Ed Multicategorical	B	$41,200.00	8/26/2014

5,nr	Holmstrom, Daniel High School — General	B	$41,200.00	8/26/2014
5,r	Jensen, Gina Music	B	$42,200.00	8/28/2014
2,a,r	Johnson, Kurston Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Johnson, Lauren Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Johnson, Luke Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Jones, Joseph Gen Elem & K8 — All Grades	B	$53,500.00	8/27/2014
5,r	Jorgensen, Kendall Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Jors, Ashley Guidance	C	$44,200.00	9/15/2014
5,r	Just, Peggy Diagnostic Services	C	$44,700.00	8/26/2014
5,nr	Kaftan, Alexander Kindergarten (4-year-old)	B	$41,200.00	8/26/2014
5,nr	Katula, Ruth Speech Pathology	C	$71,200.00	9/18/2014
5,r	Keeshin, Laney Specialty Program Implementor	B	$41,200.00	8/26/2014
6,a,r	Kemp, Christopher Mathematics	B	$41,200.00	8/26/2014
5,a,r	Kiesel, Donna Special Ed Multicategorical	B	$41,200.00	9/11/2014
5,nr	Klumb, Todd Early Childhood — Special Ed	B	$41,200.00	8/26/2014
5,a,nr	Knutson, Kristen Special Ed Multicategorical	B	$59,200.00	8/26/2014
5,r	Koscielak, Sean Guidance	B	$41,200.00	9/18/2014
3,a,r	Krueger, Mei Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Lake, Jacques High School — General	B	$41,200.00	8/26/2014
5,a,r	Lalasz, Jamie English as a Second Language	B	$41,200.00	8/26/2014
5,nr	Landherr, Victoria Health & Phy Ed	B	$41,200.00	8/26/2014
5,nr	Lathe, Greg Middle School General	B	$45,200.00	8/26/2014
5,a,nr	Lauer, Torrey Foreign Language	B	$41,200.00	8/26/2014
5,nr	Lewis, Emily Gen Elem & K8 — All Grades	B	$41,200.00	9/9/2014
5,r	Liriano, Dawn Bilingual Education	B	$41,200.00	9/16/2014
5,r	Lo Presti, Jack Social Studies	C	$56,500.00	9/8/2014
2,a,r	Lockett, Royce Special Ed Optional	B	$41,200.00	8/26/2014

5,a,nr	Love, Julie Multicategorical Comp Sen	B	$62,200.00	9/3/2014
5,r	Mack, Joshua Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Mallory, Shonda Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
2,a,r	Mansfield, Trina Gen Elem & K8 — All Grades	C	$62,200.00	8/26/2014
2,a,nr	Martin, Sonya Special Ed Multicategorical	B	$41,200.00	8/26/2014
1,r	Masina, Justeena Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Masters, Amber Gen Elem & K8 — All Grades	B	$41,200.00	8/28/2017
5,r	Maxwell, Jessica Reg (5-year-old) Kindergarten	B	$41,200.00	9/11/2014
2,a,r	McAfee, Ricksha Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,r	McGee, Patrick Science	B	$41,200.00	8/26/2014
3,nr	McGilvary, Yvonne Middle School General	C	$56,500.00	9/15/2014
2,r	McMurtry, Justin Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,r	McNamara, Katrina Gen Elem & K8 — All Grades	C	$48,200.00	8/28/2014
5,a,r	Midthun, Steven Library	C	$74,500.00	9/10/2014
5,nr	Minshall, Cynthia Special Ed Multicategorical	B	$41,200.00	9/15/2014
5,r	Monroe, Patricia IDEA — Hearing Impaired	B	$41,200.00	9/18/2014
5,r	Montana, Silvia Special Ed Multicategorical	B	$41,200.00	8/26/2014
4,r	Morales, Omar Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,r	Nagle, Mark Guidance	B	$55,930.22	9/8/2014
4,r	Navar, Jasmine Middle School General	B	$41,200.00	8/26/2014
5,nr	Nelson, Greg Music	C	$56,500.00	8/25/2014
5,r	Nelson, Jenna Science	B	$41,200.00	8/26/2014
2,r	Nyambo, Silver Multicategorical Comp Sen	B	$41,200.00	8/26/2014
2,a,r	Odua, Glenda Gen Elem & K8 — All Grades	B	$62,200.00	8/26/2014
4,r	Ojeda, Christopher Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,a,r	Ojeda, Maria Kindergarten (4-year-old)	B	$41,200.00	8/26/2014
5,a,r	Oneby, Jennifer Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014

5,a,r	Ott, Abigail Art	B	$41,200.00	8/26/2014
4,r	Pacheco, Beatriz Bilingual Education	B	$41,200.00	8/26/2014
4,a,r	Padilla, Isai Special Ed Multicategorical	B	$41,200.00	9/2/2014
5,a,r	Pakalski, Andrew English	B	$59,200.00	8/27/2014
4,a,nr	Paredes, Cesar Bilingual Education	C	$74,200.00	8/26/2014
5,a,nr	Pechous, Kimberly Special Ed Multicategorical	B	$41,200.00	9/9/2014
6,r	Pettit, Shannon High School — General	B	$41,200.00	8/26/2014
4,r	Pinto, Marilyn SAGE	B	$41,200.00	8/26/2014
5,nr	Poehlmann, Elizabeth Speech Pathology	B	$41,200.00	9/4/2014
2,a,r	Polk, Laura SAGE	B	$41,200.00	8/26/2014
5,nr	Price, Jennifer Gen Elem & K8 — All Grades	B	$43,100.00	9/11/2014
5,a,nr	Ragonese, Leigh Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,nr	Ramirez, Amy Science	B	$41,200.00	8/26/2014
4,nr	Ramirez, Veronica Multicategorical Comp Sen	B	$41,200.00	8/26/2014
2,a,r	Red, Eula Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,nr	Redeker, Kelly Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
4,r	Reyes, Isamary Foreign Language	B	$41,200.00	8/26/2014
5,r	Rice, Rebekah High School — General	B	$41,200.00	8/26/2014
5,nr	Ringenoldus, Amy Gen Elem & K8 — All Grades	B	$41,200.00	8/26/2014
5,nr	Robertson, Stefanie Science	B	$48,400.00	8/26/2014
5,nr	Robinson, Christine Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,a,r	Ruffing, Megan Kindergarten (4-year-old)	B	$41,200.00	8/26/2014
5,nr	Rupnick, Terry Gen Elem & K8 — All Grades	B	$41,200.00	8/28/2014
5,nr	Ryan, Daniel AMP HPE	B	$41,200.00	8/26/2014
5,a,r	Sabatinelli, Gina Day to Day Teacher	C	$62,800.00	8/26/2014
4,r	Sanchez, Alexandra Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Sauvignon, Aude Gen Elem & K8 — All Grades	B	$41,200.00	8/28/2014

5,nr	Schley, Allison IDEA — Hearing Impaired	C	$77,500.00	9/18/2014
5,nr	Schuder, Samantha ART	B	$41,200.00	8/26/2014
5,r	Schuld, Molly Science	B	$41,200.00	8/26/2014
4,a,r	Serna, Linda Reg (5-year-old) Kindergarten	B	$43,100.00	8/26/2014
5,a,nr	Serocki, Jeremy Day to Day Teacher	B	$53,500.00	8/26/2014
2,r	Sewell, Gestina Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,r	Shores, Jaimie Music	B	$41,200.00	8/26/2014
2,a,r	Smith, Secquoyah Multicategorical Comp Sen	B	$41,200.00	9/2/2014
5,a,nr	Smith, Susan Gen Elem & K8 — All Grades	B	$42,200.00	8/26/2014
2,a,r	Smith, Victoria Special Ed Multicategorical	B	$41,200.00	9/19/2014
5,nr	Stelmaszewski, Curtis Gen Elem & K8 — All Grades	C	$56,500.00	9/3/2014
5,r	Strassman, Katherine Gen Elem & K8 — All Grades	C	$43,100.00	9/2/2014
5,nr	Stratton, Kim Wisconsin Head Start Supp	B	$51,700.00	8/26/2014
5,r	Sutton, Keri Gen Elem & K8 — All Grades	B	$41,200.00	9/4/2014
5,nr	Swaze, Christina Gen Elem & K8 — All Grades	C	$62,200.00	8/27/2014
5,r	Swiderski, Kate SAGE	B	$41,200.00	8/26/2014
5,r	Talley, Kaela Music	B	$41,200.00	9/2/2014
5,nr	Tebo, Joshua Health & Phy Ed	C	$56,500.00	8/26/2014
5,a,r	Theisen, Amy Library	C	$44,200.00	9/2/2014
2,nr	Topolovich, Jennifer SAGE	B	$41,200.00	8/26/2014
5,r	Tortosa, Daniel Multicategorical Comp Sen	B	$41,200.00	8/26/2014
2,a,r	Trotter, Johnna Special Ed Multicategorical	B	$41,200.00	
5,nr	Turner, Margo Ann Speech Pathology	B	$41,200.00	9/12/2014
4,r	Valdes, Hiram Middle School General	B	$41,200.00	8/26/2014
2,a,r	Valentine, Ashley Kindergarten (4-year-old)	B	$41,200.00	8/26/2014
4,r	Vargas Delgado, Ayleen Middle School General	B	$41,200.00	8/26/2014
5,a,nr	Vento, Elisabeth Special Ed Multicategorical	B	$41,200.00	8/26/2014

5,r	Vyazov, Vladislav Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,nr	Wade, Gayle Title I Coordination	C	$71,200.00	8/26/2014
2,r	Ward, Desmin SAGE	B	$41,200.00	8/26/2014
2,a,r	Ward, Nicole Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,r	Washburn, Ann Gen Elem & K8 — All Grades	C	$44,200.00	8/26/2014
5,nr	Whipple, Dustin IDEA — Multicategorical EEN	B	$41,200.00	9/15/2014
2,r	White, Jacqulene Special Ed Multicategorical	B	$41,200.00	8/26/2014
2,a,r	Williams, Autumn Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,r	Wilson, Alexis Special Ed Multicategorical	B	$41,200.00	8/26/2014
5,nr	Wold, Andrew Social Studies	B	$41,200.00	9/2/2014
5,r	Wolfe, Elisha Guidance	B	$41,200.00	8/26/2015
3,a,nr	Wong, Phouthasone Grant Transitional	B	$41,200.00	9/15/2014
5,r	Wydra, Abigail Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,nr	Zobacheva, Sophia English as a Second Language	B	$41,200.00	9/8/2014
5,nr	Zwolinski, Tiffany English as a Second Language	B	$41,200.00	9/15/2014

Action on Certificated Appointments — Teachers, IB Calendar

4,a,r	Hernandez, Paula Title I Literacy	B	$41,200.00	9/11/2014
2,a,nr	Kimbrough, Ebonee Multicategorical Comp Sen	B	$41,200.00	8/26/2014
5,nr	Mizrahi, Matthew Mathematics	C	$44,200.00	8/26/2014

Action on Certificated Appointments — Teachers, Year-round Calendar

2,a,r	Bennett, Darnell Lit Coach Title I	B	$41,200.00	9/8/14
2,r	Benton, Desiree Special Ed Multicategorical	B	$41,200.00	8/27/2014
5,nr	Brannstrom, Lauren Gen Elem & K8 — All Grades	C	$53,200.00	9/2/2014
3,r	Duong, Linh Kindergarten (4-year-old)	B	$41,200.00	8/28/2014
2,a,r	Morgan, Athony Gen Elem & K8 — All Grades	B	$41,200.00	8/5/2000
2,a,r	Perry, Jaron Phy Ed — Various	C	$44,200.00	9/2/2014
2,a,r	Perry, Shenile Special Ed Multicategorical	B	$41,200.00	8/28/2014

2,a,r	White, Vanessa Gen Elem & K8 — All Grades	B	$41,200.00	9/15/2014
5,a,r	Zeise, Joseph Special Ed Multicategorical	B	$43,100.00	8/28/2014

Action on Certificated Appointments — School Social Workers, Traditional Calendar

5,nr	O'Keefe, Megan School Social Worker	2A	$51,347.00	9/16/2014
1,r	Paredones, Francisco School Social Worker	2A	$51,347.00	8/27/2014

CODES ..... Counts

a	Reappointment without tenure	
b	Reappointment with tenure	
nr	Non-Residents	
r	Residents	
1	Native American	2
2	African American	50
3	Asian/Oriental/Pacific Islander	5
4	Hispanic	25
5	White	121
6	Other	3
7	Two or More Ethnic Codes	0
Males		67
Females		139

Action on Leaves of Absence

	Present Assignment	Effective from
Illness Leave Ext., October 2014		
Brown, Amy	J.M.A.C.	August 26, 2014
Illness Leave Ext., November 2014		
Coleman, Anthony	Metcalfe	July 30, 2014
Illness Leave Ext., December 2014		
Smith, Shunflicia	On Leave	August 26, 2014
Illness Leave Ext., January 2014		
Stapleton, Linda	On Leave	August 26, 2014
Illness Leave Ext., June 2015		
Dolata, Dori	On Leave	August 26, 2014
Illness Leave Ext., August 2015		
Frank, Heather	On Leave	August 26, 2014
Illness Leave, September 2014		
Fiedler, Christine	Grantosa	September 16, 2014
Personal Leave, October. 2014		
Lara, Veronica	Spec. Services	September 29, 2014
Mabon, Artealia	Spec. Services	October 12, 2014
Personal Leave, June 2015		
Diaz, Marilyn	Bradley Tech	August 26, 2014
Henrichs, Alexandra	Milwaukee Sign	November 20, 2014
Krutina, Jennifer	French Immersion	October 8, 2014

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Work	15.1	5	Christopher Adams	Teacher	Longfellow	09/30/14
Personal	13.0	5	Karen Andersen Mace	Teacher	Longfellow	06/30/14
Retire	41.1	2	Linda Arms	Teacher	Morse Marshall	10/03/14
Personal	6.6	5	Susan Arnhold	Teacher	Central Svcs	09/12/14
Personal	0.8	5	Christopher Barry	Teacher	Dr. King Elem	09/15/14
Personal	14.0	2	Robin Bean	Teacher	Doerfler	08/28/14
Other Work	2.1	5	Kelsey Blodgett	Teacher	Franklin	09/12/14
Personal	0.1	5	Caryn Blum	Teacher	Maryland Ave	09/10/14
Other Work	1.0	4	Carmen Brito Rieselbach	Teacher	Hamilton HS	08/28/14
Personal	0.9	5	Cheri Cetnarowski	Teacher	Rufus King MS	09/08/14
Personal	6.0	5	Ryan Clancy	Teacher	Vincent	08/26/14
Personal	1.0	5	Scott Dangerfield	Teacher	South Division	08/21/14
Personal	20.8	5	Carrie Davis	Teacher	Parkside	08/21/14
Other Work	1.0	5	Christopher Falbo	Teacher	Grant	08/20/14
Personal	1.0	5	Christina Forecki	Teacher	MacDowell	08/25/14
Personal	2.0	2	Stephanie Foster	Teacher	Carver	08/28/14
Personal	5.1	5	Jennifer Henze	Teacher	Washington HS	08/26/14
Other Work	1.0	5	Joshua Hunt	Teacher	Lincoln Ave	08/21/14
Other Work	12.2	2	Tanya Johnson	Coordinator	Central Svcs	09/19/14
Personal	8.0	5	Tanya Kitts Lewinski	Teacher	Morgandale	08/29/14
Other Work	0.9	5	Samantha Klamrowski	Teacher	Bruce	08/21/14
Other Work	12.6	5	Jessica Kowalewsky	Teacher	Grantosa	08/22/14
Other Work	1.0	5	Adam Kraemer	Teacher	Bryant	08/20/14
Other Work	1.0	5	Martyna Kurczab	Teacher	Dr King Elem	08/05/14
Personal	9.7	5	Sharon Kusmirek	Teacher	Mitchell	09/05/14
Personal	16.8	2	Bryan Lyday	Teacher	Central Svcs	08/21/14
Personal	1.0	5	Emily MacKay	Teacher	Riverside	08/25/14
Other Work	5.9	5	Trace Matabele	Teacher	Vincent	08/25/14
Personal	9.0	5	Jennifer McClintock	Teacher	Longfellow	08/26/14
Personal	11.0	5	Jason Palmer	Teacher	Rufus King HS	09/08/14
Personal	4.6	6	Mario Rivera	Teacher	Longfellow	08/15/14
Personal	8.7	5	Tricia Roeh	Teacher	Hawley	08/22/14
Personal	0.1	5	William Sakalaucks	Teacher	JMAC	09/12/14
Other Work	29.1	5	Beth Schefelker	Math Leader	Central Svcs	08/29/14
Personal	3.0	5	James Scholtz	Teacher	Metcalfe	08/29/14
Personal	25.0	5	Tamar Smirl	Teacher	Starms	09/08/14
Retire	28.0	2	Tonia Smith	Teacher	Bradley Tech	09/09/14
Personal	8.9	5	Mary Straub	Teacher	Neeskara	08/25/14
Other Work	13.0	5	Sharri Vandehey	Supervisor	Central Svcs	08/25/14
Personal	9.0	5	Emily Vega	Teacher	Longfellow	08/26/14
Other Work	1.0	5	Keith Volante	Teacher	Westside Acad	08/19/14
Personal	9.4	2	Yolanda West	Teacher	Central Svcs	08/20/14
Personal	2.0	5	Ryan Ziegler	Teacher	MacDowell	08/26/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	14.3	5	Laszio Czestler	Locksmith	Phy Plant Shop	08/29/14
Retire	14.9	2	Bama Grice	Para	Hamilton	08/30/14
Retire	13.9	5	Malgorzata Kuzba	Para	Central Svcs	09/08/13
Retire	28.9	5	Diane Newton	Secretary	King MS	09/14/14
Retire	15.2	5	Mary Powell	Engineer I	Story	08/29/14
Retire	22.6	2	Bertha Toliver	Para	Lincoln MS	08/29/14
Retire	6.6	2	Clarence White	Para	Keefe Ave	08/25/14

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2014 is attached to the minutes of your Committee's meeting. This is an informational report and reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective upon approval of the Board.

Adopted with the roll call vote to accept the Committee reports.

* * * * *

(Item 2) 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

Committee's Recommendations

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

(5)(r)	Cynthia Barton	Special Education Supervisor Office of the Chief Academic Officer	Schedule 03, Range 09C $81,230.00
(5)(r)	Jennifer Kuehnau	Special Education Supervisor Office of the Chief Academic Officer	Schedule 03, Range 09C 81,230.00
(2)(r)	Andrea Currie	Special Education Supervisor Office of the Chief Academic Officer	Schedule 03, Range 09C $71,789.00
(5)(r)	Jacqualyn Weckwerth	Special Education Supervisor Office of the Chief Academic Officer	Schedule 03, Range 09C $62,156.00
(2)(r)	Marolyn Johnson	Special Education Supervisor Office of the Chief Academic Officer	Schedule 03, Range 09C $60,000.00
(1)(r)	Raquel Alvarez	Benefit Analyst Office of the Chief Human Capital Officer	Schedule 03, Range 05A $55,906.00
(2)(r)	Kai Burns	Admin Assistant II — Leave Administration Office of the Chief Human Capital Officer	Schedule 03, Range 02A $50,400.00

Note: The above recommendations are for positions that have been approved in the FY15 budget.

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

(5)(r)	David Kirchgessner	LTE Comptroller Office of the Chief Financial Officer	$57.46 per hour 7/1/14 to 6/30/15
(5)(r)	Patricia Cimperman	LTE School Psychologist — Specialized Services Office of the Chief Academic Officer	$50.00 per hour 10/1/14 to 1/31/15
(5)(r)	Randie Clark	LTE School Psychologist — Specialized Services Office of the Chief Academic Officer	$50.00 per hour 10/1/14 to 1/31/15
(5)(r)	Christine Rill	LTE School Psychologist — Specialized Services Office of the Chief Academic Officer	$50.00 per hour 10/1/14 to 1/31/15
(5)(r)	Andrew Moss	LTE Montessori Liaison Office of the Chief Academic Officer	$50.00 per hour 9/1/14 to 6/30/15
(5)(r)	Scott Julius	LTE Music Teacher Office of the Chief Academic Officer	$40.00 per hour 8/26/14 to 1/23/15
(2)(r)	Byron Lampkins	LTE Music Teacher Office of the Chief Academic Officer	$40.00 per hour 9/23/14 to 6/14/15
(2)(r)	Cynthia Miller	LTE Educator Effectiveness — ODO Office of the Chief Organizational Development Officer	$40.00 per hour 9/2/14 to 6/30/15
(5)(r)	Susan Ratka	LTE Educator Effectiveness — ODO Office of the Chief Organizational Development Officer	$40.00 per hour 9/2/14 to 6/30/15
(5)(nr)	Judith Westergard	LTE First Nations Studies — Curriculum & Instruction Office of the Chief Academic Officer	$35.00 per hour 8/25/14 to 6/30/15
(5)(nr)	Michael Brennan	LTE Electronic/Telecommunication Office of the Chief Operations Officer	$34.98 per hour 8/1/14 to 1/31/15
(2)(r)	Milton Jackson	LTE Tailor — Curriculum & Instruction Office of the Chief Academic Officer	$30.54 per hour 9/2/14 to 1/23/15
(2)(r)	Tuwania Anderson	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(5)(r)	Ralph Devito	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(2)(r)	Jennie Dorsey	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(2)(r)	Gerald Fisher	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(2)(r)	Aquine Jackson	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(2)(5)	Betty Nicholas-Braxton	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15

(5)(r)	Carol Reiners	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(4)(r)	Evelyn Resto	LTE Independent Hearing Officer Family and Student Services	$30.00 per hour 9/1/14 to 6/30/15
(2)(r)	Patricia Kirby	LTE Coordinator SSHS Violence Prevention Family and Student Services	$30.00 per hour 8/1/14 to 6/30/15
(5)(nr)	Julie Bialk	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Doris Bisek	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Geoffrey Carter	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	David Caruso	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Jack Dierks	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(nr)	Deanna Evans	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Karen Flanagan	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Rozalia Harris	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Janie Hill Hatton	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Rosann Hollinger	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(nr)	Lori Huebner Avila	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Jan Johnson Carlye	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Debbie Karow	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Cynthia Marcetich	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(4)(r)	Clara Mayorga	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Joan Peifer	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Debra Reuland	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	Julia Toepfer	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15

(5)(r)	Robin Waeltz	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Debra Wallace	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Ouida Williams	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(r)	Louise Young Benson	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(5)(r)	John Zablocki	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/26/14 to 1/31/15
(2)(nr)	Mildred Coby	LTE Youth Mentor Office of the Chief School Administration	$28.00 per hour 10/1/14 to 4/1/15
(2)(r)	Felicia Fairfield	LTE Coordinator Discipline Intervention Family and Student Services	$25.00 per hour 8/1/14 to 6/30/15

Your Committee reports that there were no recommended reassignments this month.

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 accept the Committee reports.

* * * * *

(Item 3) Action on Resolution 1415R-010 by Director Falk Regarding Providing Educational Services to Expelled Students

Background

At its regular meeting on August 21, 2014, the Board referred Resolution 1415R-010 by Director Falk, to provide educational services to expelled students, to the Committee on Accountability, Finance, and Personnel:

> WHEREAS, When a student is expelled from any public school in Wisconsin, that student, if under the age of 21, is still legally compelled to seek some sort of educational services per Wisconsin Statute 118.51; and
>
> WHEREAS, Wisconsin Statute 120.13(1)(f) allows public schools in Wisconsin to withhold admittance to any student who is currently expelled; and
>
> WHEREAS, Students who are expelled must then look to other services such as private schools, online schools, or home schooling; and
>
> WHEREAS, Some parents are not able to afford the cost of sending their students to a private school; and

WHEREAS, There is no way for MPS to ensure that an online school is providing a student with a sufficient education; and

WHEREAS, Some parents do not have the time to administer home schooling to an expelled student; and

WHEREAS, The lack of affordable and accessible educational services for an expelled students may result in that student receiving no educational services during his or her expulsion; and

WHEREAS, Studies by the Advancement Project have shown that students who are shut out of educational services may begin to develop both a distrust of adults and an unhealthy feeling against justice and fairness, potentially leading to repeated instances of the behavior that resulted in the expulsion (see The Advancement Project, Opportunities Suspended: The Devastating Consequences of Zero-Tolerance and School Discipline (2000), available at:

http://b.3cdn.net/advancement/8d91c72205a1b9d955_ujm6bhguv.pdf); and

WHEREAS, The Wisconsin Department of Public Instruction (DPI) supports the extension of educational services to expelled students; and

WHEREAS, In order to motivate schools to extend educational services to expelled students, the DPI has instituted a policy that allows a school district to include expelled students in its Third-Friday counts when that school district is providing educational services to the included expelled students; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instructs the Administration to develop a plan to offer educational services to all MPS students who are expelled.

In September 2014, the Milwaukee Board of School Directors amended the Administration's proposed revisions to Administrative Policy 8.23, Weapons in Schools (and Criminal Offenses), paragraph (5)(a) and paragraphs (3)(a)(1-2); and Administrative Policy 8.32, Student Expulsion to read: "Students expelled from the Milwaukee Public Schools shall be offered educational services."

In addition, the Board directed the Administration to bring back to the Legislation, Rules and Policies Committee an analysis of the implementation of this recommendation by the November 2014 Board cycle. The Board further approved that in cases in which the Administration finds difficulty in providing appropriate services, to allow the Administration to delay providing services to expelled students until the second semester of the 2014-15 school year.

Based on the action by the Milwaukee Board of School Directors in September 2014 relative to providing educational services to expelled students, there is no need to adopt the resolution.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends that the resolution be placed on file.

Adopted with the roll call vote to accept the Committee reports.

* * * * *

(Item 4) Action on Resolution 1415R-012 by Director Bonds Regarding Creation of the Department of School Support and Community and Business Partnerships

Background

At its regular meeting on September 18, 2014, the Board referred Resolution 1415R-012 by President Bonds to the Committee on Accountability, Finance, and Personnel:

WHEREAS, The District has long recognized the value of broad citizen involvement with the program and operations of MPS; and

WHEREAS, The intent of the Board to encourage community involvement is codified in Administrative Policy 9.04, Community Involvement in Decision Making, which states, in part, that "the goal of quality education for each individual can best be achieved by utilizing the rich and diverse talents of the people who are the community"; and

WHEREAS, The district has worked hard to establish partnerships of all kinds, including those with financial supporters, service providers, educational partners, parents, faith-based groups, and volunteers; and

WHEREAS, Established partnerships are diverse in nature and are spread among many of the District's service areas, but there is no centralized coordination, which creates confusion and a lack of consistency; now, therefore, be it

RESOLVED, That the Administration is to develop a new department within the Office of the Superintendent to be called the Department of School Support and Community and Business Partnerships; and, be it

FURTHER RESOLVED, That the Administration is to reorganize its functions so that all district functions related to partnerships are appropriately transferred to the new Department; and be it

FURTHER RESOLVED, That the Department shall comprise the following four branches:

a) Business, which shall include the MPS Foundation and the Milwaukee Partnership Academy and which shall facilitate other partnerships with the business community;

b) Partnerships, which shall include wraparound services and violence-prevention initiatives and which shall facilitate partnerships with the education community, police and fire departments, and other community partnerships;

c) Parental Engagement, which shall include parent education, the parent academy, parent centers, and the facilitation of Parent-Teacher Associations; and

d) School Support, which shall include the Restorative Justice program, peer support, and peer mediation; and be it

FURTHER RESOLVED, That the Administration is to create a new position entitled Director of School Support and Community and Business Partnerships to oversee this Department; and be it

FURTHER RESOLVED, That the Department and the position of Director should be funded from existing resources; and, be it

FURTHER RESOLVED, That the Administration shall present to the Board the details of the newly created Department of School Support and Community and Business Partnerships, as well as the newly created position of Director of School Support and Community and Business Partnerships, no later than the November 2014 Board cycle.

The Administration is in agreement with the overall intent of Resolution 1415R-012 relative to the value of broad citizen involvement. Developing a department that is solely focused on the development and maintenance of district partnerships would allow more emphasis on this important component that ultimately serves to support our students.

The Administration supports exploring the creation of a department for this purpose that would include the following aspects, as detailed in the second Further Resolved of the resolution:

a) Business, which shall include the MPS Foundation and the Milwaukee Education Partnership (formerly named the Milwaukee Partnership Academy) and which shall facilitate other partnerships with the business community; and

b) Partnerships, which shall include wraparound services and violence-prevention initiatives and which shall facilitate partnerships with the education community, police and fire departments, and other community partnerships.

The Administration would like to have flexibility relative to the redesign of the aspects detailed in "c" and "d" of the second Further Resolved of the resolution and suggests that they remain within their respective areas. If the district is to be successful in thoroughly engaging its parents, it is key to keep the continuum of services in one area that is able to integrate services and supports for the greatest effectiveness and efficiency.

The Administration is also suggesting that a component be added to the proposed department relative to special projects management that coordinates business, community and non-profit organizations in conjunction with the district to organize and implement initiatives to support student achievement (i.e. regional development, program expansion, student programming, mergers, etc.).

Fiscal Impact Statement

This item does not authorize expenditures. If the resolution is adopted, the Administration will take steps to explore the best possible approach to reorganizing the district functions as detailed in a) and b) of the second Further Resolved of the resolution. Any expenditure authority required to implement the resolution will be included in the FY15 budget adjustments coming forward in October.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution as amended below:

RESOLVED, That the Administration is to develop a new department within the Office of the Superintendent to be called the Department of ~~School Support and~~ Community and Business Partnerships; and, be it

FURTHER RESOLVED, That the Administration is to reorganize its functions so that all district functions related to partnerships are appropriately transferred to the new Department; and be it

FURTHER RESOLVED, That the Department shall comprise the following four branches:

a) Business, which shall include the MPS Foundation and the Milwaukee Partnership Academy and which shall facilitate other partnerships with the business community;

b) Partnerships, which shall include wraparound services and violence-prevention initiatives and which shall facilitate partnerships with the education community, police and fire departments, and other community partnerships; and

~~e) Parental Engagement, which shall include parent education, the parent academy, parent centers, and the facilitation of Parent Teacher Associations; and~~

~~d) School Support, which shall include the Restorative Justice program, peer support, and peer mediation; and be it~~

c) Special projects management, which shall coordinate business, community, and non-profit organizations in conjunction with the district to organize and implement initiatives to support student achievement (e.g., regional development, program expansion, student programming, mergers); and be it

FURTHER RESOLVED, That the Administration is to create a new position entitled Director of ~~School Support and~~ Community and Business Partnerships to oversee this Department; and be it

FURTHER RESOLVED, That the Department and the position of Director should be funded from existing resources; and, be it

FURTHER RESOLVED, That the Administration shall present to the Board the details of the newly created Department of ~~School Support and~~ Community and Business Partnerships, as well as the newly created position of Director of ~~School Support and~~ Community and Business Partnerships, no later than the November 2014 Board cycle.

Adopted with the roll call vote to accept the Committee reports.

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; 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

Authorization to Make Purchases

☐☐☐ Authorization to Purchase with Capital Data, Inc., for EMC Corporation VNX Storage Products

The Administration is requesting authorization to enter into agreement with Capital Data, Inc., to purchase EMC Corporation VNX storage products and associated support under the State of Wisconsin Contract #15-20400-905 (Master Price Agreement #B27161 for EMC).

The products will be used to increase our storage space to archive data.

Quotes were solicited from eleven vendors on this contract, and Capital Data, Inc., submitted the lowest response.

The total dollar value is $164,374.10.

Budget Code: EMQ-0-0-TEC-TC-EMTC (Technology Equipment — Maintenance Contracts).....$164,374.10

RFP 871 Authorization to Issue a Blanket Agreement with Erffmeyer & Son Co., Inc., (ESCO) for Trophies, Medals, and Plaques

The Administration is requesting authorization to enter into a Blanket Agreement with Erffmeyer & Son Co., Inc. (ESCO), the low complying bidder for RFP 871, to provide trophies, medals and plaques to MPS Department of Recreation.

This will be a blanket agreement for three years with a term from November 1, 2014 through October 31, 2017.

Total compensation under the blanket agreement is an estimated dollar value of $150,000. If the blanket agreement exceeds this amount, the Administration will return to the Board for approval.

Budget Code: Various Recreation Budget Codes (Contracted Services) $150,000

Prime Contractor Information — Erffmeyer & Son Co., Inc. (ESCO)
Certified HUB Vendor? ..... Yes
Total # of Employees 28
Total # of Minorities 7
Total # of Women 12

HUB Participation
Required..... 5%
Proposed..... 100%
$ Value .....N/A

Student Engagement
Paid Student Employment Hourly Commitment.....0
Student Career Awareness Hourly Commitment 10

Report of Cumulative Total in Excess of $50,000

In compliance with Administrative Policy 3.09(6)(b), the Administration is reporting cumulative purchases in excess of $50,000 across multiple departments or schools, with no individual department or school exceeding the $50,000 threshold.

- Interpreting Solutions, Inc. (V000132) Contract: CS003229

  (1) Contract: CS003853
  Budget Code: HI7-0I-IF-5DW-ECTS
  Contract Amount..... $ 4,015

  (2) Contract: C022124
  Budget Code: HI2-0I-EE-NDW-ECTS
  Contract Amount..... $ 55,000

  (3) Contract: C022124
  Budget Code: PY1-00-SE-SDE-ECTS
  Contract Amount..... $ 4,015

  Cumulative Contract(s) Total..... $ 63,030

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

School	Donor	Amount	Gift or Purpose
ALBA	MPS Foundation, Inc.	250.00	Monetary Donation
ALBA	Target	59.54	Monetary Donation
Barbee Montessori	Donors Choose	80.00	Classroom Materials
Barbee Montessori	The Pet Care Trust	50.00	Classroom Pet
Barbee Montessori	Donors Choose	346.07	Garden Equipment
Burbank	Donors Choose	567.00	Furniture
Burbank	Donors Choose	894.96	Classroom Materials
Craig Montessori	Target	280.12	Monetary Donation

School	Donor	Amount	Gift or Purpose
Department of Community Engagement	Salvation Army, WISN-TV, Molina Health Care, 99.1 WMYX, Walgreens, Lakeside	22,500.00	School Supplies
Department of Recreation	Molina Health Care	250.00	Softball Tournament
Engleburg	Target	123.87	Monetary Donation
Engleburg	Wells Fargo	120.00	Monetary Donation
Fernwood	Target	1,636.75	Monetary Donation
Fratney	LeadDog Marketing Inc	862.50	Kohl's Cares Field Trip Grant
Fratney	Target	368.72	Monetary Donation
Gaenslen	LeadDog Marketing Inc	1,000.00	Kohl's Cares Field Trip Grant
Garland	Garland PTO	200.00	Classroom Materials
Garland	LeadDog Marketing Inc	1,860.00	Kohl's Cares Field Trip Grant
Grant	LeadDog Marketing Inc	1,169.50	Kohl's Cares Field Trip Grant
Grant	Target	205.10	Monetary Donation
Grant	Donors Choose	239.73	Printer Toner Cartridges
Greenfield	Great West Financial	150.00	School Supplies
Hampton	John Cibik	80.00	Rug
Hawthorne	Vector Technologies	350.00	School Supplies
Holmes	Target	85.60	Monetary Donation
Humboldt	Bay View Neighborhood Association	1,250.00	"Chill on the Hill"
Humboldt	Donors Choose	870.46	Classroom Materials
Humboldt	LeadDog Marketing Inc	3,000.00	Kohl's Cares Field Trip Grant
Humboldt	WI Green Building Alliance	2,500.00	Garden
Humboldt	Early Childhood Longitudinal Study	200.00	Monetary Donation
Kagel	Target	85.22	Monetary Donation
Kilbourn	Donors Choose	450.00	Classroom Materials
King Elementary	Donors Choose	165.44	Classroom Materials
King Elementary	Donors Choose	280.92	Classroom Materials
King Elementary	Donors Choose	359.97	Classroom Materials
King Elementary	Donors Choose	166.24	Classroom Materials
King Elementary	Target	69.08	Monetary Donation
King Elementary	HeartLove Place	75.00	Backpacks
King High	Milwaukee Orthopedic Group Limited	1,000.00	Football Team
King High	Shawn Geron	1,000.00	Football Team
King High	Daniel Stebbins	50.00	Alumni Soccer Game
King High	Matthew McGuire	25.00	Alumni Soccer Game
King High	Sunrise Capital	350.00	Alumni Soccer Game
Kluge	Target	85.39	Monetary Donation
LaFollette	Target	31.90	Monetary Donation
Milwaukee High School of the Arts	Ann Zarnik	1,710.00	Art Supplies
Milwaukee High School of the Arts	LeadDog Marketing Inc	798.00	Kohl's Cares Field Trip Grant
Milwaukee High School of the Arts	Neighborhood House of Milwaukee	150.00	Jazz Program
Milwaukee High School of the Arts	Target	1,110.14	Monetary Donation

School	Donor	Amount	Gift or Purpose
Ninety-fifth	MPS Foundation, Inc.	250.00	Monetary Donation
Ninety-fifth	Grace Christian Fellowship	300.00	Gift Baskets
Ninety-fifth	Target	337.61	Monetary Donation
Ninety-fifth	Adriana Harris	5.00	School Supplies
Ninety-fifth	Aniyah Shanks	8.00	School Supplies
Ninety-fifth	Avaya Mallett	10.00	School Supplies
Ninety-fifth	Caiera Johnson	5.00	School Supplies
Ninety-fifth	Douglas Winfrey	8.00	School Supplies
Ninety-fifth	Eleanor Perkins	10.00	School Supplies
Ninety-fifth	Emma Moslavac	8.00	School Supplies
Ninety-fifth	Eron Jordon	10.00	School Supplies
Ninety-fifth	Johntea Teat	10.00	School Supplies
Ninety-fifth	Jordan Mueller	8.00	School Supplies
Ninety-fifth	Kaitlyn Kluz	10.00	School Supplies
Ninety-fifth	Kenya LeBlanc	9.00	School Supplies
Ninety-fifth	Keyontea Johnson Davis	6.00	School Supplies
Ninety-fifth	Kisa Chubb	5.00	School Supplies
Ninety-fifth	Kory Brown	5.00	School Supplies
Ninety-fifth	Laura Obasi	10.00	School Supplies
Ninety-fifth	Natawn Metoxen	1.00	School Supplies
Ninety-fifth	Oliver Mondel	1.00	School Supplies
Ninety-fifth	Robert Houst	10.00	School Supplies
Ninety-fifth	Ryan Quello	6.00	School Supplies
Ninety-fifth	Student Families	255.00	School Supplies
Ninety-fifth	Taylor Santiago	5.00	School Supplies
Ninety-fifth	Violet Sellmer	10.00	School Supplies
Office of Finance	Shannon Gordon	300.00	Professional Development and General Office Use
Parkview	Target	91.11	Monetary Donation
Pulaski	Target	284.34	Monetary Donation
Reagan	AI Sonnentag	50.00	Golf Outing
Reagan	Andrew Rossa	50.00	Golf Outing
Reagan	Andy Simmons	50.00	Golf Outing
Reagan	Arnold Lueders Ill	50.00	Golf Outing
Reagan	Bill Molbeck	100.00	Golf Outing
Reagan	Blong Yang	200.00	Golf Outing
Reagan	Brant Lavenhagen	50.00	Golf Outing
Reagan	Brent Scott	50.00	Golf Outing
Reagan	Chris Olson	50.00	Golf Outing
Reagan	Chris Shefferly	50.00	Golf Outing
Reagan	Dave Poltrock	50.00	Golf Outing
Reagan	Dave Ratka	350.00	Golf Outing
Reagan	David Caruso	50.00	Golf Outing
Reagan	Ed Mayer	50.00	Golf Outing
Reagan	Eli Kelley	50.00	Golf Outing
Reagan	Grant Tews	50.00	Golf Outing
Reagan	Greg Roman	50.00	Golf Outing
Reagan	ING Life Insurance & Annuity	250.00	Golf Outing
Reagan	Jim Bonini	50.00	Golf Outing
Reagan	Joe Duellman	50.00	Golf Outing
Reagan	John Brackett	50.00	Golf Outing
Reagan	John Lewandowski	50.00	Golf Outing
Reagan	Kathie Hugin	50.00	Golf Outing

School	Donor	Amount	Gift or Purpose
Reagan	Keith Mayer	100.00	Golf Outing
Reagan	Kenan Miller	50.00	Golf Outing
Reagan	Mike Doda	50.00	Golf Outing
Reagan	Mike Moore	50.00	Golf Outing
Reagan	Mike Reedy	50.00	Golf Outing
Reagan	Mike Roemer	50.00	Golf Outing
Reagan	Patrick Hessling	50.00	Golf Outing
Reagan	Ralph Shefferly	50.00	Golf Outing
Reagan	Ryan Petersen	50.00	Golf Outing
Reagan	Steve Glaeser	50.00	Golf Outing
Reagan	Steve Smylie	50.00	Golf Outing
Reagan	Maria Gonzalez Edwards	200.00	Wheelchair
Riley	RedditGifts	37.38	Classroom Materials
River Trail	Target	74.12	Monetary Donation
Riverside	Dell USA	500.00	Monetary Donation
Riverside	Estate of Zak James	85.47	Monetary Donation
Sign Language	Andre Walton	15.00	Classroom Materials
Sign Language	Donors Choose	399.99	iPad
Sign Language	Donors Choose	50.00	Magazine Subscriptions
Sign Language	Office Depot	108.66	Classroom Materials
Sign Language	Kyle West	5,716.58	Robotics/STEM Materials
Starms Discovery	Herbert Kohl Charities, Inc	200.00	School Supplies
Stuart	Target	50.59	Monetary Donation
Stuart	Wells Fargo	116.00	Monetary Donation
Trowbridge	MPS Foundation, Inc.	250.00	Monetary Donation
Trowbridge	Target	357.10	Monetary Donation
Victory	Target	238.75	Monetary Donation
Victory	Target	283.93	Monetary Donation
Total		62,623.85	

Committee's Recommendation

Your Committee 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.

Adopted with the roll call vote to accept the Committee reports.

* * * * *

(Item 6) Action on a Recommended Annual Plan of Audits

Background

Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services will conduct during the fiscal year.

After first determining the continuing and required audits, the next step in developing the annual audit plan involves soliciting input on potential audit topics from the Board of School Directors, the Superintendent, the Chief Accountability Officer, and Central Services' department heads. Audit Services

staff also reviews Board 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.

The proposed FY15 Annual Plan of Audits has been completed and is being submitted for 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.

The proposed FY15 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 FY15 Annual Audit Plan includes both cyclical and non-cyclical departmental and program audits. Cyclical 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 other areas. Non-cyclical program evaluations could include reviews of immersion programs, IB programs, Montessori programs, bilingual programs, benefits eligibility, transportation, use of professional services contracts, and the fitness-for-hire process, among other areas.

Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the Annual Plan of Audits. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

BG 2.12, Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends that the Board adopt the FY15 Annual Plan of Audits as presented in the attachment to the minutes of your Committee's meeting.

Adopted with the roll call vote to accept the Committee reports.

* * * * *

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

Background

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

- Avastone Technologies for Microsoft database-related services $100,000
- YMCA South Shore for recreational and other programming $60,732
- OverDrive, Inc., for increase in virtual library subscription $70,000
- Milwaukee Achiever Literacy Services for GED, adult education and 5.09 adult literacy programs $93,400

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the following expenditures:

- Avastone Technologies, TSV-0-0-TEC-TC-ECTS.....$100,000
- YMCA South Shore, GEN-0-S-BDS-ID-ECTS $60,732
- OverDrive, Inc., SLB-0-S-CSF-DW-ENTB $70,000
- Milwaukee Achiever Literacy Services, SSV-00-SDS-SN-ECTS.....$93,400

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 accept the Committee reports.

* * * * *

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

Background

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

- McGraw-Hill School Education, LLC, for technology-based mathematic instruction.....$230,244
- MIND Research Institute for technology-based mathematic instruction $1,082,019
- Graebel Moving & Warehouse Corporation for moving assignments between MPS buildings $80,000
- Labyrinth Health Systems to provide customer service for District benefits programs.....$550,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- McGraw-Hill School Education, LLC, GEN-0-0-INV-DW-ESWR.....$230,24
- MIND Research Institute, GEN-0-0-INV-DW-ESWR.....$1,082,019
- Graebel Moving & Warehouse, TSV-0-0-TEC-TC-ECTS.....$80,000
- Labyrinth Health Systems, DWC-0-0-EMB-DW-EMDI.....$550,000

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 accept the Committee reports.

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(Item 9) Action on FMS Monthly Facilities Matters: Recommendation on Report of Emergency Material Purchase and Exception-to-Bid Contracts

Background

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

- Report on Emergency Material Purchase:
  - — Milwaukee Salt Supply, LLC — Rock salt for District
- Exception-to-Bid Contracts inclusive of:
  - — The Sigma Group — Soil assessment at Twentieth Street
  - — Carroll Seating Company — Replacement of gymnasium equipment at Bradley Technology and Trade School

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures:

- Report on Emergency Material Purchase:
  - — Milwaukee Salt Supply, LLC – Rock salt for District, Code: MTN00FSH11 ESUP0000.....$198,750.00
- Exception-to-Bid Contracts:
  - — The Sigma Group – Soil assessment at Twentieth Street, Code: FAR00ECCDW ECNC4.....$10,000.00
  - — Carroll Seating Company – Replacement of gymnasium equipment at Bradley Technology and Trade School, Codes:MBM0ABDHMT EMMB and ATH00IATDW EGSV $38,394.00

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts and purchase as described above and in the attachments to the minutes of your Committee's meeting.

Adopted with the roll call vote to accept the Committee reports.

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NEW BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the October 2014 reports of its delegates to the MPS Head Start Policy Council, to the Milwaukee Education Partnership (MEP), and to the Library Board.

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(Item B) Monthly Report of the President of the Board

During the months of July through October 2014, the Board President's activities included

1. several meetings with representatives of Milwaukee Succeed regarding working with MPS;
2. public hearings at City Hall regarding MPS facilities;
3. meetings with MPS Superintendent Dr. Driver, various Board members, the Office of Accountability and Efficiency, the Board Clerk , and community leaders regarding issues impacting on MPS;
4. attendance at the Business Partner Sections of the GE Conference on Common Core in Orlando, Florida;
5. attendance at the CUBE Conference in Miami, Florida;
6. numerous sections and events at the Conference of Great City Schools in Milwaukee;
7. facilitation of a workshop at the Council of Great City Schools' Conference;
8. meetings with State Senator Alberta Darling and State Representative Joe San Felipo;
9. meetings with Alderpersons Murphy, Davis, and Hamilton regarding issues impacting on MPS;
10. participation in the bell ringing on the first day of fall school activities at Thurston Woods;
11. attendance at an all-day retreat sponsored by the Milwaukee Educational Partnership (MEP);
12. a meeting with a group of Black ministers (Pastor United) regarding possible partnership opportunities with MPS;
13. participation on a panel at the former Webster Middle School on the state of Black Milwaukee;
14. requesting that the Milwaukee Journal Sentinel assign a new reporter who is not biased against MPS to cover MPS;
15. meeting with representatives from the private sector on issues impacting on MPS; and
16. meeting with the META Director on issues impacting on MPS.

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The Board adjourned at 7:40 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 20, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present—Directors Falk, Holman, Joseph, Miller, Spence, Woodward, Zautke, and President Bonds—8.

Absent and excused—Director Sain—1.

AWARDS AND COMMENDATIONS

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:

Kohl's Cares

In June 2014, Milwaukee Public Schools received nearly $200,000 in field-trip grants from the Kohl's Cares Field Trip Grant Program. In Milwaukee County alone, 250 schools applied for the grant, which they could use for the following locations:

- Betty Brinn Children's Museum
- Discovery World
- Junior Achievement of Wisconsin
- Milwaukee Art Museum
- Milwaukee County Zoo

Of the 250 schools that applied in Milwaukee County, 82 were MPS schools. Educational field trips are consistent with the district's objective of finding opportunities to extend learning beyond the classroom whenever possible. Kohl's Cares has contributed to making this a reality for our schools.

The Milwaukee Board of School Directors recognize and honor Kohl's Cares for dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

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

The Board Clerk presented 13 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of October 28 and 31, 2014, and November 4, 6, 13, 14, 17, and 18, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Woodward, Zautke, and President Bonds—8.

Noes—None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Report of the Accountability, Finance and Personnel Committee, Item 6, action on prevailing wage rates; and

Report of the Accountability, Finance and Personnel Committee, Item 10, possible action on a request for a closed session for the purpose of considering collective bargaining negotiations strategy with respect to wages.

On the motion of Director Zautke, the balance of the reports of the Standing Committees was approved, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Woodward, Zautke, and President Bonds—8.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the monthly report on services provided to students with disabilities in the least restrictive environment (LRE) , as attached to the minutes of your Committee's meeting, from the Administration. Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 2) Report and Possible Action on Parental Dispute Resolution System (PDRS) Data

Your Committee reports having received the monthly report on Parental Dispute Resolution System (PDRS) data, as attached to the minutes of your Committee's meeting, from the Administration. Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 3) Report and Possible Action on District Parental 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

Milwaukee Public Schools is committed to increasing parental engagement throughout the district, and the Office of Family and Community Engagement will continue to assist schools with resources to:

- guide parental engagement strategies and activities;
- guide parents who are interested in helping with parental engagement at their children's schools; and
- provide tips for helping to increase student achievement and supporting children at home.

Activities to promote parental engagement include, but are not limited to:

- On Wednesday, October 8, 2014, the Parent Coordinators' meeting was held at South Division High School. The Parent Coordinators were provided with information regarding Title I federal aid to build achievement. Martha Kreitzman, Title I/ESEA Coordinator, described guidelines and forms, compliance, and parental empowerment.
- Additionally, Deb Krieger from the Milwaukee Public Schools' Violence Prevention Program provided information regarding bullying. The presentation detailed Milwaukee Public Schools' anti-bullying policy, different types of bullying, prevention, and legal consequences.
- On Thursday, October 2, 2014, the District Advisory Council (DAC) held its first meeting. DAC members' roles and responsibilities were explained in preparation for the November 6 election. Title I components were clarified, Summer Reading Activity Reporting was presented, and old and new business were addressed.
- On Thursday, October 9, 2014, the Executive District Advisory Council held its first meeting.
- The PTA (Parent Teacher Association) and Milwaukee Public Schools offered free workshops provided by The Weiner Group entitled "College Savings and Funding Strategies" at the two District Parent Resource Centers.
- Milwaukee City Council PTA and Milwaukee Public Schools are committed to accelerating student achievement by engaging and empowering families in collaboration with community resources.
- WI Facets

  WI FACETS' mission is to provide and broaden opportunities that enhance the quality of life for children and adults with disabilities and their families, with emphasis on support for under-served families in the community. WI Facets is collaborating with the following schools: Mitchell Integrated Art School (SW Region), Wedgewood Park International School (SW Region), Bryant School (NW Region), Elm School (E Region,) Burbank School (Central Region), and South Division High School (Innovation Region).

The Parent Information Specialists continue to provide support and guidance to the 130 Parent Coordinators in the District regarding Milwaukee Public School resources, community resources, policies and procedures, enrollment, training, strategies to improve student achievement, etc. For example, a Parent Information Specialist attended a state-wide networking meeting that identified and addressed special education concerns. This information, along with Department of Public Instruction (DPI) updates regarding special education changes, is disseminated to other employees in supporting parents in the district.

The MPS College Access Center will offer workshops to parents on varying topics that help to promote college readiness for youth and families. The information is as follows:

- Right Fit — November 5, 2014, South Division
- Preparing for the Test — December 3, 2014, North Division
- Financial Aid — January 7, 2015, North Division
- Scholarships — March 4, 2015, South Division
- Visiting Schools — April 1, 2015, North Division
- Making Summer Count — June 3, 2015, South Division
- 12th Annual Foro Latino — November 7, 2014, South Division High School
- Parent Engagement Partnership — November 13, 2014, Manpower Group

* * * * *

(Item 3) Report and Possible Action on Northwest Regional Showcase

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

Background

The Northwest Region encompasses the area of the city north of Center Street and east of 124th Street as well as sections west of 51st and 43rd Streets. It is home to 29 schools, serving more than 13,000 students. The region's schools provide a range of services for children as early as age 3 to programs through high school. The region offers expanded art, music, and physical education programming.

Every school has a parent coordinator ready to assist parents and to grow community partnerships.

The calendar attached to the minutes of your Committee's meeting lists several of the events taking place during the month of November. Additional events can be found on each school's website.

A presentation from Kluge School was made during your Committee's meeting.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 1415R-009 by Director Bonds Regarding Establishing a K-6 IB School at the Former Emanuel Phillip Elementary School Site

Background

At its meeting on July 31, 2014, the Board referred the following Resolution 1415R-009 by Director Bonds to the Committee on Student Achievement and School Innovation:

WHEREAS, Research continues to show that International Baccalaureate (IB) education is a key factor in the future success of students; and

WHEREAS, An International Baccalaureate education provides children with world-class instruction, featuring a comprehensive curriculum focused on transforming children into active learners; and

WHEREAS, International Baccalaureate education helps prepare young children to succeed in school and to become better citizens, and as such, they are more likely to attend college, earn more, pay more taxes, and commit fewer crimes; and

WHEREAS, There appears to be a continual need in the proposed area for such programs, as there are few International Baccalaureate programs located in School Board District 3; and

WHEREAS, This will be the first IB elementary school on the northside of Milwaukee, allowing for a path of K-12 IB programming (Rufus King High School, Rufus King Middle School, and Phillips) in this area; and

WHEREAS, Failing to invest sufficiently in International Baccalaureate education shortchanges taxpayers because the return on investment is greater than that of many other economic-development options; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors instruct the Administration to establish a Kindergarten-through-6th grade International Baccalaureate School; and be it

FURTHER RESOLVED, That the program use the comprehensive International Baccalaureate curriculum, used throughout the world, with a strong multi-cultural focus in the staffing, textbooks, and other materials used in the classroom to reflect the diverse student population being served; and be it

FURTHER RESOLVED, That the Board reopen the building located at 4310 N. 16th Street, the former Emanuel Phillip Elementary School building, to house this program; and be it

FURTHER RESOLVED, That a plan for implementation be brought back to the Board for approval not later than November 2014 for the school to open in the 2015-2016 school year.

In an effort to create a strong IB (International Baccalaureate) presence on the north side of Milwaukee, the Administration is engaged in planning and discussions to create a strong IB feeder pattern for Rufus King Middle Years and Rufus King High School. Resolution 1415R-009 by Director Bonds is consistent with the work that the Administration has been pursuing relative to the creation of a K-6 IB school.

Conversations have also taken place with northside elementary schools that have expressed an interest in developing a Primary Years Program that would feed into King Middle Years. This, too, is consistent with the resolution.

The Administration will continue pursuing development of a K-6 IB school on the north side to include a determination of the best locations for such a school. It is important to note that a school needs to be in existence for three years to begin the IB application process.

Fiscal Impact Statement

This item does not authorize expenditures. The Administration will determine specific costs associated with establishing a K-6 IB school and bring that back to the Board for approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its efforts to establish a K-6 IB school on the north side of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1415R-009 by Director Bonds as amended below:

RESOLVED, That the Milwaukee Board of School Directors instruct the Administration to ~~establish~~ pursue establishing a Kindergarten-through-~~6th~~ 5th-grade International Baccalaureate School; and be it

FURTHER RESOLVED, That the program use the comprehensive International Baccalaureate curriculum, used throughout the world, with a strong multi-cultural focus in the staffing, textbooks, and other materials used in the classroom to reflect the diverse student population being served; and be it

FURTHER RESOLVED, That the Board ~~reopen the building located at 4310 N. 16th Street, the former Emanuel Phillip Elementary School building,~~ select an appropriate building to house this program; and be it

FURTHER RESOLVED, That a plan for implementation be brought back to the Board for approval not later than ~~November 2014~~ January 2015 for the school to open in the 2015-2016 or the 2016-2017 school year.

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

* * * * *

(Item 2) Report and Possible Action on Chief Academic Office Grant Awards

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

Background

Milwaukee Public Schools recently was awarded mental health and academic grants totaling $9.1 million. The grants focus on key areas of student need and will support efforts to improve and expand Positive Behavioral Interventions and Supports (PBIS), art education, foundational literacy, and substance abuse and mental health services. The five grants are:

- Innovative Approaches to Literacy (Focus on Literacy Foundations /FLF);
- Professional Development for Arts Educators (DREAM);
- Project AWARE - Local Education Agency (LEA);
- Project AWARE — State Education Agency (SEA); and
- Project Prevent (Resilient Kids).

The grants were developed by teams that included the Office of Academics, the Department of Grant Development Services, the Office of Finance, and numerous outside partners. Brief descriptions of the programs are outlined in the attachment to the minutes of your Committee's meeting.

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(Item 3) Report and Possible Action on Commitment Schools/Low-Performing 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

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. Fifty-five district schools have been identified by the state as Fails to Meet Expectations. Due to two school mergers, the number is now 53.

The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing resources so students are college and career ready.

All 53 schools that have been identified by the state as Fails to Meet Expectations will receive instructional support, professional development and operational assistance from the Office of Innovation to support school improvement during the 2014-15 school year.

On November 15, 2014, teachers from the 53 low-performing schools will participate in a professional learning opportunity facilitated by the Innovation Region. The focus will be the Common Core State Standards reading foundational skills in grades K5 - grade 5. A professional development session focused on content area reading strategies for grades 6-12 will be offered in December. Additional professional development opportunities are being developed for January 2015.

Three of the Commitment Schools have self-identified as Community Schools: Auer Avenue, James Madison Academic Campus, and Lynde and Harry Bradley Technology and Trade School. The Office of Innovation staff and the Milwaukee Teachers Education Association have worked collaboratively to develop a job description for the school resource coordinator. The district is working with United Way to provide the services of being the lead agent for these three schools.

Ms. Sharon McDade, the principal at Browning Elementary School, made a presentation on the school's Commitment School grant that focuses on math instruction and technology.

The Office of Innovation will plan additional supports as specific needs related to instructional support, professional development, and operations are identified.

* * * * *

(Item 4) Action on a Request to Approve the Mutual Termination of the Behavioral Reassignment Contract with Career Youth Development Effective Immediately

Background

On June 19, 2014, the Milwaukee Board of School Directors approved a one-year contract renewal with the Career Youth Development (hereinafter, "CYD") as a behavioral reassignment school. The contract allows for 115 full-time-equivalent (FTE) students in grades 9-12. The District established the partnership with CYD in 1984.

On November 5, 2014, the Office of Contracted School Services received notification from a CYD Board representative that the CYD Board wished to mutually terminate the contract.

The behavioral reassignment contract between CYD and the Milwaukee Board of School Directors states:

III.C. Termination. This Contract may be terminated before expiration of its term upon any of the following circumstances:

1. Both parties agree in writing to the termination; or
2. Board determines that Contractor, or any of its representatives, has violated the provisions of this Contract, or the regulations of governing it; or
3. Board determines that the performance of Contractor, as measured by the Board, does not warrant continuation of this Contract; or
4. Board determines that the quality of the administration, staff or services of the Program fall below the standards outlined in this Contract; or
5. During the term of this Contract, federal and/or state funds supporting this Contract are reduced. This Contract shall automatically terminate in the event the Board fails to appropriate sufficient funds to continue this Contract; or
6. Board determines that pupils enrolled in the Educational Program under this Contract have failed to make sufficient progress towards attaining the educational goals under Wis. Stat. § 118.01 or the performance criteria established by the Board; or
7. Board determines that the Contractor has failed to comply with all applicable local, state and federal laws and guidelines, and with generally accepted accounting principles and standards, including applicable categorical and/or grant guidelines and financial standards; or
8. Contractor's status as a nonprofit §501(c)(3) organization is denied or revoked by the Internal Revenue Service.

The Administration is in agreement with the request to mutually terminate the contract with CYD, effective immediately.

Fiscal Impact Statement

This item does not authorize expenditures. Funds were allocated for seats in the Board-approved budget. The funds may be reallocated to other behavior reassignment schools if the need arises.

Implementation and Assessment Plan

Upon the Board's approval of this item, CYD's contract will be terminated, effective immediately.

The Offices of Family Services and Contracted School Services has worked with students and families to ensure appropriate placement.

Committee's Recommendation

Your Committee recommends that the Board approve mutual termination of the contract with Career Youth Development, effective immediately.

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

* * * * *

(Item 5) Report and Possible Action on the New MPS Website

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. Milwaukee Public Schools launched a new district website on September 29, 2014. The Department of Community Engagement had engaged with more than 700 MPS students, families, community members, teachers, principals and Central Services staff in the scoping, design, and development of the new website since 2012. The goal of this effort was to develop a website which provided parents, students, staff, and the community with an easy-to-use interactive and engaging way to find out information about Milwaukee Public Schools.

a. The Portal User Groups, re-established in January 2012, conducted an internal analysis of the district's Portal and examined district websites across the country.

b. A bilingual, electronic survey was conducted in April 2012. More than 450 students, parents, community members, teachers, and central services and school-based staff responded. The survey showed that key areas of concern on the district portal were navigation, search, and the accuracy and relevance of content or data.

c. Mobile website was launched in July 2012, as a short-term solution to provide information for parents and the community on mobile devices.

d. In late 2012, the Department of Community Engagement worked with the Department of Technology to refresh the portal. The redesign was aimed to be a "band aid" to fix some navigational problems and other issues identified by users and to get the district through the transition period as it looked to develop a new website.

3. The Department of Community Engagement worked with the Portal User Group, the Department of Technology, and the Department of Procurement Services to issue a Request for Proposal (RFP) from vendors with experience in developing websites for large, complex organizations. Four companies submitted proposals. A review panel, which included members of Senior Team and school principals, selected Northwoods Software. The Milwaukee Board of School Directors approved the contract in late 2013.

4. The Department of Community Engagement and the Department of Technology have since worked together to develop the new district website and intranet for employees (mConnect).

a. In February 2014, work with Northwoods Software began with a series of focus groups and scoping sessions designed to provide valuable input and feedback on what needed to be part of a comprehensive, state-of-the art website. The team gathered valuable input from approximately 100 students, parents, teachers, principals, curriculum specialists, and other district Central Services staff.

b. Northwoods also evaluated information in Google Analytics to understand user paths through the current portal and utilized technology that provided information on where users were going on the site, what they clicked on, and the average time spent on pages and the site as a whole.

c. As cellular phones and tablets are rapidly becoming the newest ways to access mass media, a responsive website was developed. This responsive site allows the viewer to see the most critical information on the website, regardless of the size of the screen on the device they are using.

d. A website such as this is not a project, it's a process. Milwaukee Public Schools and Northwoods will continue to look for opportunities to improve the website. The system that allows the district to manage content is state-of-the art and intuitive, allowing district staff to easily and quickly update the website.

e. Since July 2014, more than 175 Central Services staff members have been trained on maintaining content for the website and mConnect.

5. A presentation of both the transformation of the district website and a tour of the new website was made at your Committee's meeting.

* * * * *

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-Employment Benefits (OPEB) as of July 1, 2013

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

Background

The Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments. In 2004, GASB issued Statement No. 45, "Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions," the purpose of which is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefits (OPEB), related liabilities, and other information in the financial reports of state and local government employers. GASB 45 requires that many state and local governmental employers provide other post-employment benefits (OPEB) as part of the total compensation offered to attract and retain the services of qualified employees. Other post-employment benefits include medical, dental, vision, and other health-related benefits, as well as other forms of post-employment benefits, such as life insurance, disability, long-term care, and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund had an ending fund balance at June 30, 2014 of $91.5 million, an increase of $32.7 million over the previous year. The trust fund paid out $76,206,289 in post-employment benefits in FY14. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retiree medical, prescription and life insurance costs and cannot be used by the District for any other purpose.

The MPS OPEB Trust Fund investments are managed by BMO Harris Bank NA. The trust fund investment return for FY14 was 1.15%.

Fiscal Impact Statement

This item does not authorize expenditures, but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB actuarial valuation report as of July 1, 2013, will be used for the District's FY14 financial statements.

* * * * *

(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, Classified Retirements, and Affirmative Action Report.

Action on Certificated Appointments — Teachers, Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
5,nr	Andreucci, Amily Kindergarten (Four-year-olds)	B	$41,200.00	9/26/2014
5,r	Bozano, Angela Gen Elem & K8 — All Grades	B	$41,200.00	9/8/2014
1,r	Cazco, Allan Gen Elem & K8 — All Grades	B	$41,200.00	10/8/2014
5,a,nr	Cetnarowski, Cheri Grant Transitional	B	$56,200.00	10/20/2014
2,r	Coggs, Elizabeth Title I School-wide	B	$41,200.00	10/16/2014
4,nr	Davis, Sandra Multi-categorical Comp Sen	C	$59,200.00	9/29/2014
5,nr	Ellis, Catherine Title I School-wide	B	$41,200.00	9/29/2014
2,r	Fair II, Charles Gen Elem & K8 — All Grades	B	$41,200.00	9/26/2014
5,r	Fiegel, Melissa Title I Coordination	B	$41,200.00	9/24/2014
5,nr	Fredrickson Jr, Robert Bilingual Education	B	$41,200.00	9/26/2014
5,nr	Gorman, Abigail Speech Pathology	B	$41,200.00	9/23/2014
5,nr	Grauer, Mark AMP Music	C	$71,200.00	10/13/2014
5,nr	Hartman, Hannah Speech Pathology	B	$44,200.00	10/2/2014
2,r	Jamerson, Alexander Health & Phy Ed	B	$41,200.00	9/29/2014
2,r	Jones Jr, Rodney Gen Elem & K8 — All Grades	B	$41,200.00	9/18/2014
5,nr	Krol, Patricia Hearing Impaired	C	$41,200.00	10/13/2014
5,r	La Grutta, Emanuela Gen Elem & K8 — All Grades	B	$41,200.00	9/2/2014
2,a,r	Lea Jr, Lewis SAGE	B	$74,500.00	10/1/2014
5,r	Lind, Jordan Title I School-wide	B	$41,200.00	9/29/2014
5,r	Lupoli, Sabrina Gen Elem & K8 — All Grades	B	$41,200.00	9/2/2014
2,r	Madlock, Cameron AMP HPE	B	$41,200.00	10/1/2014
5,r	McHugh, Andrew Bilingual Education	B	$41,200.00	9/23/2014
2,r	Morehouse, Cynthia Special Ed Multi-categorical	B	$41,200.00	9/29/2014
2,r	Muhammad, Dale Health & Phy Ed	B	$41,200.00	9/24/2014

5,r	O'Neil, Amy Guidance	B	$41,200.00	10/27/2014
5,a,r	Olson, Jeannine Gen Elem & K8 — All Grades	C	$71,000.00	10/14/2014
4,r	Ortiz Gely, Maira Middle-school General	B	$76,978.00	9/22/2014
5,nr	Pacetti, Karin ART	B	$41,200.00	9/29/2014
2,r	Rush, Roderick Science	B	$41,200.00	9/25/2014
2,a,r	Russell, Jr., Lincoln Music	B	$41,200.00	10/06/2014
5,r	Skelton, Caroline Title I School-wide	B	$41,200.00	9/29/2014
1,r	Trinidad-Espinoza, Jorge Social Studies	B	$41,200.00	10/03/2014
5,nr	Vogt, Breann Gen Elem & K8 — All Grades	B	$53,500.00	9/29/2014
5,r	Walicki, Brenda Special Ed Optional	C	$44,700.00	9/22/2014
5,nr	White, Glynnis Music	B	$41,200.00	9/29/2014
5,r	Zietlow, Mary Mathematics	C	$55,500.00	9/22/2014

Action on Certificated Appointments — Teachers, Year-round Calendar

5,nr	Calvert, Whitney Central Guidance	C	$44,200.00	10/3/2014

Codes

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents

Counts

(1) Native American 2
(2) African American..... 10
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 2
(5) White..... 23
(6) Other 0
(7) Two or More Ethnic Codes 0

Males 12
Females..... 25

Action on Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	New Hires	
2 Phillis Carr	Children's Health Assistant $16,662.81	09/29/2014

2	Elyshia Dugar	Children's Health Assistant $16,662.81	09/24/2014
2	Nijinkia Henderson	Food Service Assistant $10.81 per hour	10/07/2014
5	Linden, Wynne	IT Service Technician $46,697.94	09/22/2014
5	Nicholas Pfister	IT Service Technician $46,697.94	10/13/2014
2	Andrea Belk	Para Ed Assistant $17,823.69	09/29/2014
2	Montrell Davidson	Para Ed Assistant $17,823.69	10/09/2014
5	Alisa Dettman	Para Ed Assistant $17,823.69	10/06/2014
4	Jessica Diaz	Para Ed Assistant $17,823.69	09/29/2014
4	Yessenia Encarnacion	Para Ed Assistant $17,823.69	10/13/2014
2	Nikita Godbolt	Para Ed Assistant $17,823.69	09/29/2014
4	Francheska Gomez	Para Ed Assistant $17,823.69	10/09/2014
4	Valeria Gonzalez Rodriguez	Para Ed Assistant $17,823.69	10/14/2014
5	David Guzzetta	Para Ed Assistant $17,823.69	10/15/2014
2	Dominique Hill Scanlan	Para Ed Assistant $17,823.69	09/22/2014
2	Anquanet Johnson	Para Ed Assistant $17,823.69	09/30/2014
5	JohnPiero Joyce	Para Ed Assistant $17,823.69	10/01/2014
5	Christal Korfhage	Para Ed Assistant $17,823.69	10/06/2014
5	Jason LeGear	Para Ed Assistant $17,823.69	09/22/2014
4	Arlen Lopez Gutierrez	Para Ed Assistant $17,823.69	10/13/2014
2	Jasmine Madlock	Para Ed Assistant $17,823.69	10/06/2014
4	Nancy Maldonado	Para Ed Assistant $17,823.69	10/15/2014
2	Jeffrey McClain	Para Ed Assistant $17,823.69	09/29/2014
4	Rebeca Montalvo	Para Ed Assistant $17,823.69	09/30/2014
4	Sandra Munoz de Botello	Para Ed Assistant $17,823.69	10/01/2014
5	Meghan Neuenschwander	Para Ed Assistant $17,823.69	09/22/2014
2	Antoinette Nicholson	Para Ed Assistant $17,823.69	10/06/2014
4	Debora Ortiz	Para Ed Assistant $17,823.69	09/26/2014

2	Katrina Patterson	Para Ed Assistant $17,823.69	09/22/2014
5	Heidi Pergolski	Para Ed Assistant $17,823.69	10/08/2014
2	Toni Pharm	Para Ed Assistant $17,823.69	09/29/2014
4	Robert Pinto	Para Ed Assistant $17,823.69	10/14/2014
2	Brianna Pointer	Para Ed Assistant $17,823.69	10/01/2014
2	Hattie Price	Para Ed Assistant $17,823.69	10/02/2014
2	Demetrius Rice	Para Ed Assistant $17,823.69	10/06/2014
4	Shirley Rivera Pabon	Para Ed Assistant $17,823.69	10/15/2014
4	Juan Rodriguez	Para Ed Assistant $17,823.69	10/06/2014
2	Amontre Ross	Para Ed Assistant $17,823.69	09/22/2014
2	Sandra Sims	Para Ed Assistant $19,309.01	10/14/2014
2	Chineva Smith	Para Ed Assistant $17,823.69	09/22/2014
2	Delisa Turner	Para Ed Assistant $17,823.69	09/22/2014
2	Paris Wilborn	Para Ed Assistant $17,823.69	09/22/2014
2	Christopher Wilson	Para Ed Assistant $17,823.69	09/29/2014
2	Paris Wright	Para Ed Assistant $17,823.69	10/14/2014
4	Beatriez Balderas	School Secretary I — 10-month $22,445.64	09/22/2014
2	Latasha Dotson	School Secretary I — 10-month $22,445.64	09/22/2014
2	Genie Foster	School Secretary I — 10-month $22,445.64	09/29/2014
5	Shaira Hanif	School Secretary I — 10-month $22,445.64	09/29/2014
2	Sherika Harris	School Secretary I — 10-month $22,445.64	10/13/2014
2	Sylvia Harris	School Secretary I — 10-month $22,445.64	10/13/2014
2	Lajuona Ross	School Secretary I — 10-month $22,445.64	09/29/2014
2	Lurese Gillespie	School Secretary I — 12-month $27,063.02	09/29/2014
2	Theresa Harmon	School Secretary I — 12-month $27,063.02	09/22/2014
2	Nicole Mitchell	School Secretary I — 12-month $36,377.98	09/29/2014
2	Sparkle Stevens	School Secretary I — 12-month $27,063.02	09/22/2014

2	Kristie Anderson	Social Work Aide II $14,016.46	10/06/2014
5	Marilois Korman	Telecommunication Specialist $60,810.00	09/29/2014

Promotions

5	Shelly Keller	Data Base Specialist $79,329.00	10/13/2014
2	Wanda Delarosa	Food Service Assistant — In-charge $13.41 per hour	09/22/2014
5	Andrew Nieznanski	Human Capital Assistant $40,000.00	10/07/2014
2	Miashia Hampton	Para Ed Assistant $17,823.69	10/10/2014
2	Liteasia Love	Para Ed Assistant $17,823.69	09/30/2014

Rehires

2	Marion Davis	Children's Health Assistant $16,662.81	10/10/2014
2	Kevva Winstead	Children's Health Assistant $16,662.81	09/22/2014
2	Mary Rice	Food Service Assistant $10.81 per hour	09/22/2014
4	Manuel Garcia	Para Ed Assistant $17,823.69	09/29/2014
2	Shacara McKay	Para Ed Assistant $17,823.69	10/06/2014
5	Anne Pioida Stefanczyk	Para Ed Assistant $17,823.69	09/22/2014
4	Manuel Salinas	Para Ed Assistant $17,823.69	09/26/2014
2	Kenneth Dallas	Para Ed Assistant — Year-round $17,823.69	10/06/2014
5	David Helm	School Engineer I $40,492.14	09/29/2014

Report on Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.6	5	Amanda Bequest	Teacher	Riley	10/08/14
Personal	0.1	5	Laurie Brown	Teacher	Bradley Tech	09/17/14
Personal	23.1	5	Thomas Burgermeister	Teacher	Audubon	10/24/14
Other Work	20.0	5	Theresa Flegel	Supervisor	Central Svcs	10/24/14
Personal	2.1	4	Antonio Gil Izquiendo	Teacher	Wedgewood Park	09/29/14
Personal	6.2	5	Jaime Hardgrove	Teacher	81st Street	10/10/14
Personal	0.1	3	Pauravi Hefner	Teacher	JMAC	09/29/14
Other Work	0.3	5	Nicole Houillon	Teacher	Silver Spring	10/22/14
Other Work	1.8	5	Nora Kudronowicz	Teacher	Metcalfe	10/03/14
Retire	12.0	5	Cynthia Leigh	Teacher	Clemens	09/25/14
Personal	11.8	2	Omar Lowery	Teacher	Community HS	10/15/14
Other Work	0.3	5	Tracy Merryfield	Teacher	Silver Spring	10/22/14
Personal	0.9	2	Marie Muhammad	Teacher	Barton	10/09/14

Personal	0.1	2	Denise Owens	Teacher	Obama	09/17/14
Retire	30.3	2	Tammy Porter	AP	Hopkins Lloyd	11/21/14
Retire	28.0	4	Gloria Sanchez	Teacher	Central Svcs	10/10/14
Other Work	19.1	5	Anne Tessmer	Phy Ther	Central Svcs	10/31/14
Other Work	5.9	5	Jane Wall	Teacher	Community HS	10/20/14
Retire	35.3	2	Shirley West	Teacher	Barton	11/10/14
Personal	0.1	5	Andrew Wold	Teacher	JMAC	09/17/14
Personal	0.1	3	Phouthasone Wong	Teacher	Franklin	09/22/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	29.2	5	John Amich	Metal Wrkr	Physical Plant	10/01/14
Retire	36.3	2	Acey Farmer	Supervisor	Facilities	09/25/14
Retire	24.9	4	Maria Rendon	Para	Allen Field	10/08/14
Retire	25.9	2	Vermel Stone	CHA	Obama SCTE	10/01/14
Retire	21.5	2	Rion Williams	Laborer	Central Svcs	09/22/14

Action on Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., January 2015		
Hallman, Colleen	Currently on leave	January 5, 2015
Personal Leave, September. 2014		
Krawiecki, Beth	Cass	August 26, 2014
Personal Leave, October 2014		
Kimble, Jeremy	Craig	October 24, 2014
Personal Leave, November 2014		
Holiday, Jeremiah	Lowell	October 22, 2014
Personal Leave, December 2014		
Hansen-Thiel, Inge	Bay View H.S.	October 16, 2014
Holman, Paula	Fernwood	December 1, 2014
Personal Leave, June 2015		
Washington, Doncella	Longfellow	October 22, 2014

Monthly Affirmative Action Transaction Report

The Affirmative Action monthly personnel transaction report for November 2014 is attached to the minutes of your Committee's meeting. This is an informational report which reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective upon approval of the Board.

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

* * * * *

(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

Committee's Recommendation

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

(5)(r)	Ruth Maegli	Chief Innovation Officer Office of the Superintendent	Schedule 03, Range 17A $138,671.00
(5)(nr)	Eric Radomski	Program Coordinator — Technical Education Office of the Chief Academic Officer	Schedule 03, Range 12A $104,000.00
(2)(r)	Yolanda Tynes-Allison	Manager — Early Childhood Office of the Chief Academic Officer	Schedule 03, Range 12A $103,953.00
(5)(r)	Rochelle Sandrin	Curriculum Specialist — Science Office of the Chief Academic Officer	Schedule 03, Range 11A $71,654.00
(5)(r)	Kevin Harper	Procurement Services Associate Office of the Chief Financial Officer	Schedule 03, Range 05A $65,400.00
(6)(r)	Devin Hayes	Employment Relations Representative Office of the Chief Human Capital Officer	Schedule 03, Range 09A $65,176.00
(2)(r)	Jamal Jewell	Coordinator — Supplier Diversity Office of the Chief Accountability Officer	Schedule 03, Range 05A $62,389.00
(3)(nr)	Whitney Ruiz	Absence Management Technician Office of the Chief Human Capital Officer	Schedule 03, Range 03A $46,627.00
(2)(r)	Aneesa Muhammad	Management Intern* Office of the Chief Human Capital Officer	$32,000.00

*Management interns are paid a flat rate of $32,000.00 for the first year of employment.

Note: The above recommendations are for positions that are approved in the FY15 budget.

Recommended Reassignments

(5)(r)	Sandra Peterson	Assistant Principal on Special Assignment Office of the Chief Academic Officer	Schedule 03, Range 12A $109,085.00

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

(3)(r)	Rebecca Abraham	LTE Implementation Coach Office of the Chief Innovation Officer	$40.00 per hour 8/1/14 to 6/30/15
(2)(r)	Teresa Adams	LTE Implementation Coach Office of the Chief Innovation Officer	$40.00 per hour 8/1/14 to 6/30/15
(5)(r)	Jeffrey Krupar	LTE Implementation Coach Office of the Chief Innovation Officer	$40.00 per hour 8/1/14/ to 6/30/15
(5)(r)	James Sonnenberg	LTE Implementation Coach Office of the Chief Innovation Officer	$40.00 per hour 8/1/14 to 6/30/2015
(5)(nr)	Eileen Booth	LTE Art Teacher Office of the Chief School Administration Officer	$40.00 per hour 10/7/14 to 6/15/15
(5)(r)	Anne Bergmann	LTE Special Education Supervisor Office of the Chief Academic Officer	$40.00 per hour 10/20/14 to 2/3/15

(2)(r)	Joan Ward	LTE Commitment School — Attendance Support Office of the Chief School Administration Officer	 $40.00 per hour 10/1/14 to 6/30/15
(5)(r)	Leo Guild	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/1/14 to 6/1/15
(2)(r)	Delores Jones	LTE Induction Specialist — Induction & Support Office of the Chief Innovation Officer	$30.00 per hour 8/1/14 to 6/1/15
(5)(r)	Mark Hoedel	LTE Welding Teacher Office of the Chief School Administration Officer	 $26.88 per hour 8/26/14 to 1/23/15
(5)(r)	Michelle Sment	LTE Para Professional Assistant Office of the Chief School Administration Officer	 $17.60 per hour 10/8/14 to 1/26/15

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 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Report on Change Orders in Excess of $25,000; Action 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

Authorization to Make Purchases

State Contract Authorization to Purchase from Heartland Business Systems a Cisco 5508 Wireless Controller and Accessories

The Administration is requesting authorization to purchase from Heartland Business Systems a Cisco 5508 wireless controller, accessories, and SMARTnet coverage under the State of Wisconsin's Contract #15-20664-003.

The wireless controller will be used to manage the district's wireless access points, which handle wireless network activity district-wide.

Quotes were solicited from the three vendors on this contract, and Heartland Business Systems submitted the lowest response.

This is a one-time purchase with a dollar value of $67,795.20.

Budget Code: TSV-0-O-TLN-OW-EEQ5D D. (Technology — Equipment) $67,795.20

B 5714 Authorization to Enter into a Blanket Agreement with Fabricare Specialists of WI, Inc., d/b/a Carriage Cleaners, for Rental and Laundering Services

The Administration requests authorization to enter into a blanket agreement with Carriage Cleaners, the low-complying bidder, for rental and laundering services. Carriage Cleaners will rent smart towels and bakers' pads for approximately forty (40) school cafeterias during the regular school year and approximately twenty-five (25) school cafeterias during summer school and launder same.

Carriage Cleaners will also launder MPS-owned swimsuits and gym towels for approximately six (6) schools which have swim classes as part of their physical education programs. Each school will pay for its own physical education laundry service.

The following six (6) schools are being served by this contract for swimsuits and gym towels: Bay View High School, Juneau Building, Rufus King High School, Pulaski High School, Vincent High School and Wisconsin Center for Lifelong Learning.

The blanket agreement will run from December 1, 2014, through November 30, 2017. This will be a blanket agreement for three years, with a total estimated dollar value of $89,491 per year, or $268,473 for the entire three years. Nutrition Services is estimated to spend $65,651 per year. The balance will be spent by the individual six schools for their physical education programs.

Budget Code: LNC-O-O-LNH-DW-ECTS (Nutrition Services — Contracted Services) $196,953
Various (Physical Education) $71,520

HUB Participation
Required per 12-month contract 5%
Proposed 100%
$ Value $268,473

Student Engagement
Paid Student-Employment Hour Commitment — hours per 12-month contract 400
Student Career Awareness Commitment — hours per 12-month contract 10

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

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

- Contract: C021707
  Boys and Girls Club (Eighty-first Street K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-81-ECTS
  Contract Amount $40,000
  Request to add funds (in excess of 15%) 10/9/2014 in the amount of $8,000

- Contract C021726
  Boys and Girls Club (M.L. King K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-KN-ECTS
  Contract Amount $40,000
  Request to add funds (in excess of 15%) 10/9/2014 in the amount of $7,000

- Contract C021735
  Boys and Girls Club (Townsend K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-TO-ECTS
  Contract Amount $40,000
  Request to add funds (in excess of 15%) 10/9/2014 in the amount of $7,000

Contract C021811
Boys and Girls Club (Washington Campus High School)
2014 CLC additional usage of WI Shares Funds due to increased number of participants
Budget Code: DTI-H-S-W25-WA-ECTS
Contract Amount.....$30,000
Request to add funds (in excess of 15%) 10/9/2014 in the amount of $7,049.03

- Contract C021699
  Boys and Girls Club (Carver K-8 Academy)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-PA-ECTS
  Contract Amount.....$47,000
  Request to add funds 10/9/2014 in the amount of.....$27,000
  Total Contract.....$74,000

- Contract C021714
  Boys and Girls Club (Gaenslen K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-GS-ECTS
  Contract Amount.....$55,000
  Request to add funds 10/9/2014 in the amount of.....$45,000
  Total Contract.....$100,000

- Contract C021734
  Boys and Girls Club (Siefert Elementary)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-L-S-W25-SF-ECTS
  Contract Amount.....$40,000
  Request to add funds 10/9/2014 in the amount of.....$26,000
  Total Contract.....$66,000

<u>Informational Report on Cumulative Purchases in Excess of $50,000</u>

In compliance with Administrative Policy 3.09(6)(a)2, the Administration is reporting cumulative purchases in excess of $50,000 within a single department or school to ensure compliance with 3.09(6)(c), which states that purchases may not be broken into smaller purchases to avoid requirements.

- Contract C021695
  Boys and Girls Club (Brown Street Elementary)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-L-S-W25-BR-ECTS
  Contract Amount.....$40,000
  Request to add funds 10/9/2014 in the amount of.....$20,000
  Total Contract.....$60,000

- Contract C021701
  Boys and Girls Club (Cass Street K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-CS-ECTS
  Contract Amount.....$44,000
  Request to add funds 10/9/2014 in the amount of.....$8,000
  Total Contract.....$52,000

-

Contract C021708
Boys and Girls Club (Engleburg Elementary)
2014 CLC additional usage of WI Shares Funds due to increased number of participants
Budget Code: DTI-L-S-W25-EG-ECTS
Contract Amount $65,000
Request to add funds 10/9/2014 in the amount of $15,000
Total Contract $80,000

- Contract C021710
  Boys and Girls Club (Fifty-third Street K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-53-ECTS
  Contract Amount $42,000
  Request to add funds 10/9/2014 in the amount of $23,000
  Total Contract $65,000

- Contract C021722
  Boys and Girls Club (LaFollette K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-LF-ECTS
  Contract Amount $58,000
  Request to add funds 10/9/2014 in the amount of $17,000
  Total Contract $75,000

- Contract C021730
  Boys and Girls Club (Mitchell K-8)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-P-S-W25-MI-ECTS
  Contract Amount $58,000
  Request to add funds 10/9/2014 in the amount of $15,000
  Total Contract $73,000

- Contract C021731
  Boys and Girls Club (North Division High School)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-H-S-W25-ND-ECTS
  Contract Amount $58,000
  Request to add funds 10/9/2014 in the amount of $15,000
  Total Contract $73,000

- Contract C021732
  Boys and Girls Club (Pierce Elementary)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-L-S-W25-PI-ECTS
  Contract Amount $47,000
  Request to add funds 10/9/2014 in the amount of $9,000
  Total Contract $56,000

- Contract C021737
  Boys and Girls Club (Zablocki Elementary)
  2014 CLC additional usage of WI Shares Funds due to increased number of participants
  Budget Code: DTI-L-S-W25-ZA-ECTS
  Contract Amount $47,000
  Request to add funds 10/9/2014 in the amount of $20,000
  Total Contract $67,000

Other Reports

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

Acceptance of Donations

Recipient	Donor	Amount	Purpose
Alliance	Target	$76.04	Monetary Donation
Audubon	Donors Choose	$1,040.18	Classroom Materials
Browning	Teachers and Staff Members	$379.75	Monetary Donation — Fundraiser
Bruce	Wells Fargo	$100.00	Classroom Materials
Bruce	Shear Platinum Barber	$56.00	Student Haircuts
Bruce	Glam Salon	$75.00	Student Haircuts
Bruce	Target	$64.16	Monetary Donation
Bruce	Target	$100.00	Monetary Donation
Bruce	Old Country Buffet	$608.40	Monetary Donation
Bruce	Applebees	$41.94	Monetary Donation
Bruce	Kolby Bryant c/o Diane Colles	$12.50	Monetary Donation
Burbank	Donors Choose	$566.25	Monetary Donation
Burbank	Donors Choose	$703.81	Ball Chairs for Students
Burbank	Donors Choose	$381.99	Bose Sound Dock and Apple IPod Nano
Carson	Target	$66.94	Monetary Donation
College and Career Readiness	UWM Entech	$800.00	Laptops & Chargers
Community	Damien and Susan Popp	$100.00	Athletics Supplies
Curtin	Department of Public Instruction	$150.00	Amazon Gift Card
Curtin	Advance America	$200.00	Classroom Materials
Elm	Target	$436.53	Monetary Donation
Fairview	Donors Choose	$181.67	Classroom Materials
Fratney	Camille Thalman	$20.00	Classroom Materials
French Immersion	Target	$1,241.29	Monetary Donation
French Immersion	GE United Way Giving Campaign	$70.00	Monetary Donation
German Immersion	LeadDog Marketing Inc	$954.00	Kohl's Cares Field Trip Grant
German Immersion	CIMCO	$27.64	Monetary Donation
German Immersion	LeadDog Marketing Inc	$555.00	Kohl's Cares Field Trip Grant
German Immersion	Target	$2,005.39	Monetary Donation
German Immersion	Terracycle LLC	$167.00	Monetary Donation
Kagel	Target	$50.00	Monetary Donation
Kagel	MEEMIC Foundation for the Future of Education	$850.00	Monetary Donation
Kilbourn	Ebony Nash	$20.00	Classroom Materials
King High	Bronson Insurance Agency	$500.00	Classroom Materials
King High	MPS Foundation, Inc.	$1,000.00	Monetary Donation
King High	GE STAR Awards: A GE Foundation Program	$500.00	Monetary Donation
King High	Dan Riemer	$25.00	Soccer

Recipient	Donor	Amount	Purpose
King ML	Donors Choose	$946.59	African American Immersion
King ML	Donors Choose	$1,000.00	Color LaserJet Printer & Toner
Languages	Milwaukee Film	$468.56	Student Field Trip
Languages	Pick N' Save	$321.54	Monetary Donation
Milwaukee Public Schools	Wisconsin Architects Foundation	$15.99	Frank Lloyd Wright Books
Mitchell	LeadDog Marketing Inc	$1,780.00	Kohl's Cares Field Trip Grant
Morgandale	Student Classroom Donations	$94.54	Classroom Materials
Morgandale	LeadDog Marketing Inc	$967.00	Kohl's Cares Field Trip Grant
Neeskara	Michael Best & Friedrich, LLP	$1,150.00	flat screen monitors; desktop computers
Ninety-Fifth Street	Sentry Foods	$23.96	Popcorn
Ninety-Fifth Street	Student Classroom Donations	$218.00	Classroom Materials
North Division	Target	$126.71	Monetary Donation
Pierce	Target	$88.71	Monetary Donation
Pierce	Christ Redeemer Church	$1,200.00	PBIS
Reagan	Char Crippen	$20.00	Music Stands
Reagan	Kelben Foundation	$1,000.00	Urban Promise Funds
Recreation	LeadDog Marketing Inc	$500.00	Monetary Donation
Riley	RedditGifts	$175.00	Classroom Materials
Siefert	Safe Routes to School National Partnership	$500.00	Monetary Donation
Sign Language	Next Door Foundation	$200.00	Books
Silver Spring	AT&T Pioneers	$2,000.00	Book bags with Supplies
Silver Spring	United Methodist Church	$1,396.00	Classroom Materials
South Division	Target	$291.34	Monetary Donation
South Division	SC Johnson Fund Inc	$3,000.00	Scholarship Funding
Spanish Immersion	Target	$974.24	Monetary Donation
Starms Early Childhood	Target	$48.27	Monetary Donation
Thoreau	Target	$59.47	Monetary Donation
Vincent	Good Hope Investors Group Inc.	$100.00	Monetary Donation
Vincent	Duplap and Duke Inc	$150.00	Monetary Donation
Westside	Donors Choose	$643.64	iPad Mini Tablets; iPad Hardshell cases
Zablocki	Katie Panteja	$98.00	Notebooks
Zablocki	Donors Choose	$306.19	iPad Mini Tablets & Armor Box
Zablocki	Donors Choose	$888.76	Samsung SDP 860 Digital Presenter
Zablocki	Donors Choose	$449.00	Epson DC 12 Document Camera
Zablocki	Girls on the Run	$595.00	Gift card; Running shoes from In-Step
Total		$35,922.99	

Committee's Recommendation

Your Committee recommends that the Board :

1. authorize the purchases, 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 5) Action on Monthly Facilities Matters: FMS Award of Contract Recommendation

Background

Recommended for the Board's approval at this meeting are construction contracts with the following contractors:

Construction Contracts:

- Gordon Solutions — Exterior door replacement at Lowell School, Code FAR00MM2LW ECNCWND4 .....$122,000.00
- Integrity Environmental Services, Inc. — Asbestos abatement at the Malcolm X Building, Code FAR00MRPMX ECNC5 .....$221,793.00

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts 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 Prevailing Wages

Background

Section 66.0903, Wisconsin Statutes, requires the Board of School Directors to contract with contractors that pay the prevailing wage rates to employees working for contractors and subcontractors under a public works contract. Building trades workers employed at the Facilities and Maintenance Service Division have historically been paid the prevailing wage as well, 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(1)) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302: 12-19-62, pp. 303-304).

Act 10 limits total permissible annual base wage increases for District employees in a certified union to a Consumer Price Index (CPI) factor that is calculated annually. The Milwaukee Building and Construction Trades Council was re-certified as the collective bargaining representative for the district's building trades employees in March 2014; therefore, the total permissible annual base wage increases for District trades employees are capped by the annual CPI factor.

A communication from the Milwaukee Building and Construction Trades Council listing the new wage rates for building trades workers and their effective dates is attached to the minutes of your Committee's meeting.

Also attached is a summary of the analysis completed by the Office of Accountability and Efficiency, identifying the prevailing wage-rate revisions, the percent change in the hourly rate; the CPI cap that applies to wage revisions for district trades employees, and the rate to be paid based on the proposed rate change and the CPI cap.

As noted in the attachments to the minutes of your Committee's meeting, some MPS trade categories will be paid less than the Prevailing Wage rate due to the CPI cap as imposed by Act 10.

Fiscal Impact Statement

The district will incur costs, or sometimes realize savings, by paying covered employees the wage as proposed in this item. These positions and salaries are in the Facilities budget as approved by the Board annually. An additional reserve for raises is budgeted in the Special and Contingent Fund.

Implementation and Assessment Plan

Upon approval by the Board, the new wage rates will be implemented as identified on the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board approve the wage rates as provided in the attachments to the minutes of your Committee's meeting, to be effective as of the dates stated in the attachment.

Director Spence moved to approve the prevailing wage rates.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

* * * * *

(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, as attached to the minutes of your Committee's meeting:

- AE Business Solutions for technology break/fix services, TSV-0-0-TEC-TC-ECTS $318,000
- Walk on Water Consulting, Inc., for PeopleSoft support services, OGA-0-0-HRO-HR-ECTS $150,000
- Goodwill TalentBridge, LLC, for managing and dispatching substitute teachers, handicapped children's assistants, food service assistants, and administrative assistants, HMR-0-0-STF-HR-ECTS $135,000

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 8) Action on the Award of an Exception-to-Bid Contract

Background

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

- Mary Schmidt, d/b/a Tosa Learning Center, to provide collaboration, professional development, coaching, and feedback on Read Naturally, DII-0-S-RZ5-CI-ECTS $144,000

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid 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 Committee reports.

* * * * *

(Item 9) Report with Possible Action on the Provision of Educational Services to All Expelled 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

In September 2014, the Administration brought forward revisions to several policies related to student expulsion, including Administrative Policy 8.23, Weapons in the Schools (and Criminal Offenses); 8.28, Student Discipline; and 8.32, Student Expulsion. The Board approved a motion that was introduced at the September meeting of the Board's Committee on Legislation, Rules and Policies (LRP) to provide educational services to all expelled students. The aforementioned policies were amended to reflect the objective of the motion. The Administration was directed to report backe in November on efforts to implement the model to provide educational services to all students.

After careful analysis of resources available within the district, it has been determined that expelled students will be offered a continuum of services from existing district resources to include but not limited to continued utilization of the behavior reassignment option. Other possibilities include referrals for supportive services such as those provided by the Department of Specialized Services in the form of school social workers, school psychologists and violence prevention methodology.

In addition, it has been determined that the district's recent activation of a new student information system — Infinite Campus, provides the capacity for classroom teachers to post assignments to students' already existing MPS email accounts. This provides another flexible avenue to continue educational services to expelled services. It will, however be necessary for the district to contract with individuals to oversee this process and provide students with academic support as needed. A copy of the module is available for review upon request.

When these options are considered, the district will do its best in making the best assignment by considering the student's educational status, age and safety and wellbeing of students and staff. The Administration will also continue to seek additional services and creative approaches for providing educational services expelled students.

The Administration is in the process of reviewing expulsions that took place from September 1, 2014, to date to determine the best assignment of services for those students.

* * * * *

(Item 10) Report and Possible Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

Committee's Report

Your Committee reports that, the Administration having requested a closed session for the purpose of considering collective bargaining negotiations strategy with respect to wages, your Committee retired to executive for that purpose.

The request was made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Although this item has been noticed for possible action, no action is required.

In accordance with notice previously given, Director Miller moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(e), 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 motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

At Director Miller's request, the Board agreed by consensus to retire to executive session after consideration of the rest of the items on the agenda.

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(Item 11) Report and Possible Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of Property Located 500 E. Center (Central del Nino), 5496 N. 72nd Street (Carmen Northwest,) 4950 N. 24th Street (McNair), 9520 W. Allyn Street (Fletcher), 921 W. Meinecke (Lee), and 4310 N. 16th Street (Phillip)

Committee's Report

Your Committee reports that, the Administration having requested a closed session for the purpose of discussing the potential sale or lease of district properties, your Committee retired to executive session for that purpose.

This request had been made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Although this item has been noticed for possible action, no action is required.

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NEW BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the November 2014 Report of the Delegate to the Milwaukee Education Partnership and the November 2014 Report of the Delegate to the MPS Head Start Policy Council.

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The Board recessed from 6:35 to 6:38 PM.

In accordance with action taken with respect to Item 10 above of the Report of the Accountability, Finance and Personnel Committee, the Board retired to executive session at 6:59 PM.

The Board adjourned from executive session at 8:26 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 18, 2014

Regular meeting of the Board of School Directors called to order by President Bonds at 6:32 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

The President requested a moment of silence to commemorate the passing of three members of the Milwaukee Public Schools family:

- Dominic Gibbs, age 8, a 3rd-grade student at Alcott, who had passed away due to a medical condition on November 30, 2014;
- Tracolli Surveyor, age 17, an 11th-grade student at James Madison Academic Campus, who had been shot and killed on December 10, 2014; and
- Ms. Karis Anne Ross, a special education teacher at Milwaukee German Immersion, who had passed away earlier this month.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award — Desmond Welch and Jay Reinke

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:

Desmond Welch and Jay Reinke

In November 2014, Big Brothers and Big Sisters of Metro Milwaukee held their Big Gala. Part of this yearly event is an awards ceremony at which the Big Brother Little Brother Match of the Year is announced. This year's recipients--Desmond Welch, a senior at Vincent High School, and Jay Reinke, AFL-CIO Community Services Liaison--have strong ties to Milwaukee Public Schools.

Desmond Welch is a student athlete who is on Vincent's football team and cross country team. In addition to his focus on his studies, he loves sports and hopes to play football in college. At this time he is working on choosing a college based on the best educational opportunities available. Desmond is a wonderful young man, a deep thinker, and a highly respected member of the Vincent school community.

In his role as the AFL-CIO Community Services Liaison for the Milwaukee Area Labor Council, Jay Reinke works to connect union members with community activities. A large part of his job is supporting United Way of Greater Milwaukee with its annual campaign. Jay works closely with MPS to support the yearly MPS Employee's Combined Giving Campaign, which includes United Way as an option. He also spearheads the yearly Milwaukee Area Labor Council's Health & Hygiene Drive and collaborates with

MPS on this important effort that supports many district families. Jay is a proud MPS graduate and is deeply invested in the community.

The Milwaukee Board of School Directors recognizes and honors Desmond Welch and Jay Reinke 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 regular and special Board meetings of October 9, October 30, and November 20, 2014, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Superintendent of Schools: Monthly Report

Superintendent's Report

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities and accomplishments from late October through the submission of this report follow.

The district received the Government Finance Officers Association Distinguished Budget Presentation Award for our 2014-15 budget. The Government Finance Officers Association (GFOA) is a major professional association serving the needs of more than 18,000 appointed and elected local, state and provincial-level government officials and other finance practitioners. The award represents a significant achievement by the district. It reflects the commitment of our Board and staff to meet the highest principles of governmental budgeting. In order to receive the budget award, MPS had to satisfy nationally recognized guidelines for effective budget presentation. These guidelines are designed to assess how the district's budget serves as: (1) a policy document; (2) a financial plan; (3) an operations guide; and (4) a communications devise. Budget documents must be rated proficient in all four categories and the fourteen mandatory criteria within these categories, to receive the award.

We celebrated our teachers, educational assistants and all school-based staff during American Education Week (November 17-21). We are so appreciative of their commitment to our students.

Two Regional Open Houses were held in November. The Southwest Regional Open House was held at Reagan High School and the Innovation Regional Open House was held at South Division High School. The open houses have been well attended and have provided attendees with information on the district's unique program options.

The Washington High School iFAIR took place on November 11. The iFAIR gives students the opportunity to explore careers in information technology and engineering. Washington's business partners conducted interactive workshops and students conducted robotics demonstrations. Washington High School is one of only ten high schools nationally and the only one in the Midwest selected by the National Academy Foundation and Lenovo Corporation to be in the Lenovo Scholar Network. This will involve a number of students learning skills in application development with the help of professors at MIT in Boston.

On October 28, North Division High School was the site of a visit by President Obama. I was so pleased to have the opportunity to speak with President Obama via phone. This took many hands and coordination with local and national law enforcement to assure an efficient and safe event. Special thanks to the North Division community for their efforts and to Erbert Johnson for his leadership efforts.

The Community Call to Action leadership symposium took place on October 27 as part of Milwaukee Boys and Men of Color Week. Dr. Keith Posley served as my appointee on a panel and participated in a discussion to determine a shared direction that will lead toward collective solutions to the opportunity gap faced by boys and men of color. I taped a video prior to the symposium to show our support of this important event that was supported by the Burke Foundation and other partners.

As a follow-up to Milwaukee's Boys and Men of Color Week, Community Advocates hosted a meeting on November 19. In attendance was Marquez Guzman, one of the many MPS staff members working on the My Brother's Keeper initiative. At the meeting, members from a number of Milwaukee community-based organizations, businesses and government agencies discussed the issues brought up during the Boys and Men of Color Week and the need for a citywide concerted effort. The group then separated into committees (data, funding, policy, communications, community engagement, etc.), discussed strategies and planned to reconvene in the next few weeks.

These efforts have been in response President Obama's My Brother's Keeper Challenge. The challenge, issued in September 2014, calls for cities across the country to implement a coherent cradle-to-college-and-career strategy for improving the life outcomes of boys and men of color. As part of this work, MPS will be seeking input from students, families, and the community. For more information, visit mpsmke.com/mybrotherskeeper or email mybrotherskeeper@milwaukee.k12.wi.us. Stay tuned for future developments and our official launch in January 2015.

MPS Research and Development held the first and second Research Reviews for the 2014-15 school year. The topic of the first review was the District Improvement Plan. The second Research Review took place prior to this evening's meeting and focused on Tutoring for You (T4U): The Impact of Policy Change. Dr. Annalee Good from UW-Madison joined Sandy Schroder, Director of Extended Learning for MPS to present results from the T$U evaluation and how these results have impacted the district's policies and procedures as they relate to extended learning opportunities.

The Fresh Coast Classic College & Resource Fair took place the Tuesday before Thanksgiving at the UW-Milwaukee Student Union. This event gave high school students an opportunity to explore Historically Black Colleges and Universities (HBCUs) and other colleges around the country. Students had the opportunity to attend breakout sessions throughout the day.

November was a time for giving in the MPS community. Many school communities conducted food drives to help those in need. Not only does this serve to help others, it is a good way to teach our students the importance of giving. On the topic of giving, our MPS Employees' Combined Giving Campaign ended on November 7. We're still tallying up the straggling incoming donations, but we have not only surpassed the goal we set for our campaign and the goal United Way set for our campaign, but we have just surpassed even our stretch goal, of $250,000! Not only does this speak to the generosity of the MPS community, but that more people are choosing the electronic option.

Individuals and various groups were also in a giving mode in November. The Milwaukee Fire Department donated 2,500 new coats for MPS students. This year, the firefighters raised $90,000. The schools that received new coats were Allen Field, Goodrich Elementary, Lloyd Barbee Montessori, Brown Street Academy and Zablocki Elementary.

The preliminary judging for the Martin Luther King Essay Contest took place at Central Office on December 2. The students' essays were so impressive that some of the judges had a difficult time making a decision.

Milwaukee Environmental Sciences, a charter school with Milwaukee Public Schools and operated by the Milwaukee Teacher Education Center, has won a $175,000 grant to engage parents and their children in learning. The grant for an intergenerational learning program was awarded to the school as part of an $875,000 national award for the family and learning program initiative.

The 2nd Annual Milwaukee Public Schools all-school enrollment fair will be held on Saturday, January 31, 2015, at Milwaukee High School of the Arts (MHSA), 2300 West Highland Avenue. Schools will provide materials, displays etc. that highlight their program/accomplishments. The event is from 9:00 a.m. until noon.

We continue to hold volunteer orientations for those interested in this important role to support our students. Interested individuals should contact Heather Aschoff at 773-9823 for more information.

After my first six months as Superintendent, we are now mapping out an operational plan. In alignment with our Strategic Plan, we are focusing on eight strategic objectives:

1. Closing the Gap
2. Educating the Whole Child
3. Rethinking High Schools
4. Redefining the MPS experience
5. Re-envisioning Partnerships
6. Community Outreach/Communication
7. Workforce Development
8. Organizational Processes

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(Item B) Informational Report on Regional Development

Background

This report is intended to share a conceptual overview of work which the district has undertaken that is designed to increase the number of high-performing seats available within the MPS portfolio. Conversations regarding these plans have included Board retreats and meetings, administrative retreats and meetings, parent and community outreach at the district and school levels, and survey work.

This item describes a five-year plan designed to increase the number of high-quality school seats available to MPS families and to continue to improve the district's capacity to provide quality community-support activities. The proposed plan includes Pathways Projects, Spotlight Projects, and Community Cornerstone Projects.

Based on the feedback and direction from the Board regarding this report, the Administration will move forward on the projects identified and ultimately approved by the Board. Extensive community outreach will be a key component of each potential project.

Pathways Projects are designed to have benefits that apply to all schools in the feeder pattern. Projects may include facility improvements, but may also include instructional program support, community building between parent groups, neighborhood outreach, and transportation redesign. Some examples of recent and current projects that fit that design include the expansion of the Golda Meir program and development of its new high school, moving IDEAL into the old Garland building, and expanding the Reagan enrollment in the Sholes complex.

Spotlight Projects are designed to improve enrollment and performance by aligning and restoring specialty programs. Ideally they would contribute to a feeder plan, similar to Pathways projects.

Community Cornerstone projects are designed to create, restore, and expand non-classroom-based opportunities that benefit the wellbeing of our students and our entire community. Some examples of recent and current Community Cornerstone Projects include South Stadium, Custer Stadium, Jackie Robinson senior housing, and Teachtown Apartments at the former Dover School. Ideally, these projects are developed in partnership with the City and/or other appropriate organizations.

Implementation and Assessment Plan

Any potential projects identified by the Board will be brought back for consideration and approval. The projects described in this proposed plan are currently conceptual in nature. With the Board's concurrence, the Administration will work with the school-based community and potential partners to further assess the feasibility/desirability of the projects and work to develop a multi-year budget and financing plan to support the individual site proposals as identified by the Board. The actual implementation of individual projects will follow traditional administrative policies and practices related to

educational program development, construction contracting, and support-services modifications as necessary.

REGIONAL DEVELOPMENT PLAN: SUMMARY OF PROPOSED BUILDING STRATEGIES

Pathways Projects

Designed to have benefits that apply to all schools in the feeder pattern. Projects may include facility improvements, but may also include instructional program support, community building among parent groups, neighborhood outreach, and transportation redesign

North Side IB Expansion — Relocate the Rufus King Middle Years program from its current site to the fully- renovated and updated full-service middle-school building and community center in the former Malcolm X building. Reprogram Silver Spring School as a PYP International Baccalaureate feeder program into the middle-years program and ultimately Rufus King International High School.

Montessori Expansion Phase I — Provide additional seats for the Fernwood (addition) and Maryland Avenue (addition) Montessori programs and support the other five district Montessori schools with instructional support, staff development, and refreshed branding resources. This project will also support feeder patterns into Bay View High School and MacDowell K-12 Montessori School programs. Recommended to go forward at the December 10 meeting of the [Milwaukee Board of School Directors'] Committee on Student Achievement and School Innovation Committee.

Career/Technical Education Pipeline — Create new opportunities for Vieau students and promote a feeder pattern from Vieau to Bradley Tech by aligning career- and technical-education classes and providing Vieau students access to space and equipment at Bradley Tech.

Bilingual/STEM Expansion — To support growth of three over-subscribed programs, build a new building to house Greenfield School, relocate ALBA to the existing Greenfield site, and provide additional space for Carmen to expand in the Walker building.

Southwest Middle and High School Expansion — Relocate Reagan High School from the Sholes building to the current site of Pulaski High School, move the Audubon Middle School Program to the Sholes site, and expand the high-school seats at the current Audubon building.

Charter School Expansion — Lease the Lee building to Universal for a new charter school; support Hmong American Peace Academy in its expansion by identifying temporary space in anticipation of building expansion at its current site. Provide current Grand Avenue site for future charter expansion.

Arts/Dual Language Feeder Program — Expand programming at Lincoln Center of the Arts to include a high-school component with an arts/dual-language emphasis, creating a feeder pattern from Fratney and Pierce Elementary Schools.

Language Immersion Expansion — Co-locate the Westside Academy I and II schools into a single site in the Westside I building and create space for development of a Chinese Immersion program by relocating the Milwaukee Academy of Chinese Language into the Westside II building. Reopen South 88th Street (former French Immersion) as a second Spanish-immersion site.

Spotlight Projects

Designed to improve enrollment and performance by aligning and restoring specialty programs. Ideally they would contribute to a feeder plan similar to Pathways Projects.

Arts Campus Development — Provide program alignment among Elm, Roosevelt, and Milwaukee High School of the Arts to create a global arts campus.

Alignment with Purpose Built Community Project — Work with the City Housing Authority to support the Purpose Built Community Project at the former West Lawn Housing Project by targeting enrollment efforts and outreach support at Browning, Kilbourn, Lancaster, and Carmen Northwest.

Northwest Region Middle School Expansion — Expand middle-school options in the northwest region by relocating the Milwaukee Sign Language School middle grades into the former Burroughs Middle School space.

Fine Arts Resource Center — Create a district fine arts programming/rehearsal site in the Phillip building.

Community Cornerstone Projects

Designed to create, restore, and expand non-classroom-based opportunities that benefit the wellbeing of our students and our entire community.

Teachtown II — Transfer the Wisconsin Avenue school site to the City to support west-side development as a teacher housing project.

Expand Newcomers Center — Relocate the Newcomers Center based in the Grand Avenue site to the former Hayes School site on South 10th Street.

Create Northside Community Recreation Centers — Repurpose the Fletcher site to use as community recreation center operated by Milwaukee Recreation. Another priority will be to identify a site for adaptive athletic programming, to include Special Olympics.

Commercial and Residential Redevelopment — Work with the City to finish development of the former Malcolm X site and designate as surplus the following additional sites for residential and commercial redevelopment: Wisconsin Avenue (2708 W. Wisconsin Avenue), Wheatley (2442 N. 20th Street), 37th Street (1715 N. 37th Street), and Frederick Douglass (3409 N. 37th Street).

Recreation Facility Master Plan 2016-2026 — The Recreation Facilities Master Plan will outline a set of city-wide projects to be undertaken over the next ten years. The purpose of the planned projects is to address the community's current and future recreational needs by upgrading 52 playfields and field houses maintained by the district. These efforts will ensure the highest level of service and safe utilization to users. Examples of those projects include:

- repurposing the tennis courts at Clovernook;
- replacing the tot lot at Hawthorn Glen with a nature structure;
- replacing the tot lot at Custer Playfield;
- replacing the cool spot at Franklin Square with a splash pad;
- reconstructing the baseball diamond and tennis courts at Burnham Playfield;
- reconstructing the tennis courts at Juneau Playfield; and
- adding a tot lot at Warnimont Playfield.

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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 Spence moved to accept the reports of the Independent Hearing Officers of November 21 and 26, 2014, and December 2, 4, 8, 10, 12, 16 and 17, 2014.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item:

Report of the Accountability, Finance and Personnel Committee, Item 10: implementation of Resolution 1314R-008 regarding revision of Administration Policy 6.15, Criminal Background Screening.

On the motion of Director Spence, the balance of the reports of the Standing Committees was approved, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the monthly report on services provided to students with disabilities in the least restrictive environment (LRE) from the Administration. The report is attached to the minutes of your Committee's meeting.

Although this item has been noticed for possible action, no action is required.

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(Item 2) Report and Possible Action on Parental Dispute Resolution System (PDRS) Data

Your Committee reports having received the monthly report on Parental Dispute Resolution System (PDRS) data from the Administration. The report is attached to the minutes of your Committee's meeting.

Although this item has been noticed for possible action, no action is required.

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(Item 3) Report and Possible Action on District Parental Engagement Activities

Your Committee reports having received the monthly report on District Parental Engagement Activities from the Administration. The report is attached to the minutes of your Committee's meeting.

Although this item has been noticed for possible action, no action is required.

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(Item 4) Report and Possible Action on Central Regional Showcase

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

The Central Region includes the area of the city mostly north of I-94, west of I-43, south of Florist Avenue and sections east of 60th and 51st streets. The region houses 29 schools which provide an assortment of educational experiences through traditional K-12 programming to approximately 13,000 students. It is home to alternative, International Baccalaureate, arts, language, environmental, year-round, Montessori, and community schools.

We expect our students to be prepared for successful college and career experiences. Our students and staffs are supported by educators who are experienced in administration, curriculum and instruction, professional development, and developing healthy school environments.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 and Possible Action on Commitment Schools/Low-performing 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.

Administration's Report

1. As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. Fifty-five district schools have been identified by the state as "Fails to Meet Expectations." Due to two school mergers — ALAS with South Division, and Obama Elementary with Career and Technical Education — the number is now 53.

2. The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing resources so students are college- and career-ready.

3. The remaining 53 schools that have been identified by the state as "Fails to Meet Expectations" will receive instructional support, professional development, and operational assistance from the Office of Innovation to support school improvement during the 2014-15 school year.

4. Since the start of the 2014-15 school year, the Commitment Grant Schools have:

- hired 11 new staff at eight schools;
- participated in 30 Professional Development sessions covering 18 topic areas across 11 schools. In total, 629 individuals have attended one or more PD sessions, including 561 teaching staff, 27 administrators, 40 support staff, and 1 community member;
- hosted 12 special events covering 11 topic areas across five schools. In total, 1,290 individuals have attended one or more special events, including 114 teaching staff, 17 administrators, 39 support staff, 892 students, 119 parents, 91 community members, and 18 others; and
- made 18 individual purchases — including technology (computers/laptops, headphones, projector, SmartBoard); books and media; services (duplicating); and other (refreshments) — across five schools.

5. On November 15, 2014, teachers from the low-performing K-5/K-8 schools were invited to participate in a professional learning opportunity facilitated by the Innovation Region. The focus was on

the Common Core State Standards' (CCSS's) reading foundational skills in K5 through grade 2. Below is a detailed report of the teachers who participated in this professional development opportunity:

Saturday Academy Report
November 15, 2015

Number of participating teachers per school

ALAS (Adv Language & Academic Studies)	0
Alliance School of Milwaukee	0
Audubon Middle School	0
Auer Avenue Elementary	2
Barbee Elementary	1
Barton Elementary	2
Bay View Middle School and High School	0
BEAM	0
Bethune Academy	7
Bradley Tech High School	0
Brown Street Academy	2
Browning	2
Bruce Elementary	0
Carson Academy	1
Carver Academy	5
Clarke Street Elementary	0
Clemens Elementary	5
Community High Sch	0
Daniels Univ Prep	0
Engleburg Elementary	5
Hamilton High School	0
Hawthorne Elementary	0
Hi-Mount Elementary	1
Hopkins Lloyd	0
Kagel Elementary	4
Keefe Avenue Elementary	0
Kilbourn Elementary	0
King Jr Elementary	0
LaFollette Elementary	2
Lancaster Elementary	0
Lincoln Middle School	0
MacDowell Montessori School K3-12	0
Madison Academic Campus	0
Metcalfe Elementary	3
Milwaukee Academy of Chinese Lang	6
Milwaukee Community Cyber High School	0
Milwaukee High School of the Arts	0
Milwaukee Sign Language Elementary	5
Morse Marshall	0
North Division High 0419	0
Obama Elementary	6
Pierce Elementary	0
Pulaski High School	0
Riverside High School	0
Roosevelt Middle School	0
School of Career and Technical Education	0
Sherman Elementary	3
South Division High School	0
Story Elementary	0

Thoreau Elementary	5
Thurston Woods Elementary	7
Townsend Street Elementary	0
Vincent High School	0
Westside Academy	2
WHS Info Technology	0
WI Conservatory of Lifelong Learning	0
Central Services — Teacher Leader	1
DCS/Home & Hospital	1
Total	77

There will be a professional learning opportunity focusing on the CCSS in Math on January 24, 2015.

6. Two of the Commitment Schools, Thurston Woods and Story, are using Systems Thinking as one of their strategies to improve the academic outcomes for their students. The Systems Thinking model is a set of habits, tools, and instructional strategies that align well with curricular standards (e.g., CCSS) and provide long-lasting skills that inform decision making. To date, cohorts of the principals and teachers from the five MPS Systems Thinking schools have received:

- the "Introduction to Systems Thinking Level I" workshop;
- training materials;
- seven days of Systems Thinking on-site coaching;
- the opportunity to participate in Camp Snowball, a week-long Systems Thinking conference; and
- personal correspondence from the consultants, including follow-up notes and additional resources, following all coaching visits.

7. Ms. Keona Jones, principal at Thurston Woods Campus, will present on her school's Commitment School grant that focuses on RTI and on the school's progress as a Systems Thinking School.

8. The Office of Innovation will plan additional supports as specific needs related to instructional support, professional development, and operations are identified.

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(Item 2) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12) and Rufus King International High School (Grades 9-12)

Background

2001 Wisconsin Act 16 requires school boards to start a term 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 7, 2015) for the 2015-16 school year for Ronald Wilson Reagan College Preparatory High School and Rufus King International High School (grades 9-12), both of which have requested early start dates for the 2015-2016 school year. The request will cite the fact that the post-September 1, 2015, 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 2014-15 school year, and it was granted by the DPI.

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, 2015, deadline for an early start date for the 2015-2016 school

year for Ronald Wilson Reagan College Preparatory High School and Rufus King International High School (grades 9-12).

Fiscal Impact Statement

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

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 7, 2015) for Ronald Wilson Reagan College Preparatory High School and Rufus King International High School (grades 9-12) and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2015, deadline for an early start date for the 2015-2016 school year for Ronald Wilson Reagan College Preparatory High School and Rufus King International High School (grades 9-12).

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 Approve a Plan for the Expansion of the MPS Montessori Program

Background

Milwaukee has a rich Montessori tradition, being second only to Washington, DC, in terms of the number of public Montessori programs. Milwaukee Public Schools has seven Montessori schools, the first having been established in 1978.

In February 2014, the Board directed the Administration to research the feasibility of opening an additional Montessori school. In May 2014, the Administration reported its preliminary analysis, which suggested that the best manner to proceed would be to design and engage in a community-engagement process designed to bring forth potential existing or new Montessori sites.

The Administration has worked closely with the Office of Accountability and Efficiency (OAE) to design and carry out this process, which included a continuum of components and considerations, such as: the impact on existing schools in the area; the ability to build strong feeder patterns among the Montessori schools to increase enrollment; community outreach efforts, and inclusion of the Montessori principals in the planning.

In addition to planning meetings that included the district's seven Montessori school principals/leaders, the Administration, and members of the Board, community meetings were scheduled on December 2, 3, and 4 at MacDowell, Maryland, Howard, and Fernwood. The purpose of the meetings was to share recommendations and gather input for expansion of the Montessori program. The recommendations were developed after considering cost estimates, feeder patterns, and input from the Montessori schools. Results from a parent survey developed in coordination with MPS Research and Development indicated that parents would like to maintain enrollment in district schools if attractive options were available.

Analysis and projections completed by OAE indicate that, because there is high demand for Montessori programs, any costs associated with an expansion or addition should be recouped and exceeded through increased enrollment.

Both Maryland Montessori and Fernwood Montessori will have pressure points in the next several years that will create overcapacity, which could result in forced attrition. This could potentially result in lost revenue as students are forced out of the Montessori program by capacity constraints. Projections also indicate future pressure points for Howard Avenue Montessori, but enrollment can be managed at the lower grades to address these concerns. Furthermore, the cost of not increasing capacity at these schools may result in lost revenue for MPS, as many students on Montessori waitlists do not end up attending MPS schools.

Based on the analysis and projections completed and the results of this process regarding Phase One of the plan, the Administration and OAE recommend proposed additions to Fernwood Montessori and Maryland Montessori, as well as establishing Howard Montesssori as a K-6 school that feeds into MacDowell Montessori or Fernwood Montessori if space is available. Once Phase-Two elements of the plan are standardized (with an emphasis on staff development, as well as continued branding efforts and instructional support), Phase Three will begin relative to further program development and facility expansion.

Implementation and Assessment Plan

The projects described in the proposed plan are currently conceptual in nature. With the Board's concurrence, the Administration will work with the school-based communities and potential partners to further assess the feasibility and desirability of the projects and will work to develop a multi-year budget and financing plan to support the resulting individual site proposals. The actual implementation of individual projects would follow administrative policies and practices related to educational program development, construction contracting, and modifications to support services as necessary.

Fiscal Impact Statement

Approval of this plan does not authorize expenditures. As projects are developed and scheduled, they will be included in the appropriate district biennial budget.

Committee's Recommendation

Your Committee recommends that the Board adopt the plan for the expansion of the MPS Montessori Program as detailed in the attachments to the minutes of your Committee's meeting and approve the following:

1. establishment of Howard Montessori as a K-6 school; and
2. proposed building additions to Fernwood Montessori School and Maryland Montessori School.

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

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(Item 4) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Highland Community School

Background

Highland Community School, located at 1706 West Highland Boulevard, was established as a non-instrumentality charter school by the Milwaukee Board of School Directors on June 27, 1996. During each renewal cycle since, the Board has approved a renewed contract.

The current contract is for up to a maximum of 350 full-time-equivalent (FTE) pupils in grades K3 through eight.

In August of 2014, the Charter School Contract Review Process was initiated by the Office of Contracted School Services. On September 26, 2014, representatives from Highland Community School submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On October 21, 2014, the Charter School Contract Review Team convened for a full-day site visit at Highland Community School. 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.

The Charter School Contract Review Team recommended a five-year renewal of the non-instrumentality charter school contract with Highland Community School. 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 recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon the Board's approval of this item, negotiations will begin with the Superintendent's designee, in consultation with the Board's designee, the Office of the City Attorney, and school representatives in anticipation of developing a renewed charter contract to be presented to the Board.

Fiscal Impact Statement

This item does not authorize expenditures. The funds for this charter school contract will be included as part of the FY16 Board-adopted budget.

Committee's Recommendation

Your Committee recommends that the Board approve the recommendation of the MPS Charter Contract Review Team to renew a five-year non-instrumentality charter school contract with Highland Community School.

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

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(Item 5) Action on a Request to Amend Certain Charter Schools' Contracted Full-Time-Equivalent (FTE) Seats for the 2014-2015 School Year

Background

Based on the Department of Public Instruction's September 19, 2014, State Aid Count, the following charter schools have requested amendments to the contracted number of full-time-equivalent seats: ALBA, BEAM, Carmen South, Honey Creek, and La Causa.

If the Board approves the requested seat amendments as outlined in the attachments to the minutes of your Committee's meeting, the amended charter contracts will reflect the schools' actual enrollment.

Implementation and Assessment Plan

Upon the Board's approval of this item and execution of the contracts, the amendments to the contracts, as presented in the attachments to the minutes of your Committee's meeting, will be effective.

Copies of the amended contracts will be forwarded to the Wisconsin Department of Public Instruction.

Fiscal Impact Statement

Funding to cover the increases was part of the amended budget which was approved by the Milwaukee Board of School Directors on October 30, 2014. Instrumentality charter schools will be funded in the same manner as are traditional schools, but will be limited to the new maximum being requested.

Committee's Recommendation

Your Committee recommends that the Board approve the amended contracts 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 6) Action on a Recommendation for Renewal of the Non-Instrumentality Charter Contract with Milwaukee Community Cyber High School

Background

On June 24, 2010, the Milwaukee Board of School Directors approved a five-year charter school contract establishing Milwaukee Community Cyber High School as an non-instrumentality charter school,

beginning with the 2010-11 school year and ending on the last regularly scheduled school day of the 2014-15 school year.

The current contract is for up to a maximum of 300 full-time-equivalent (FTE) pupils in grade 9 through grade 12.

Milwaukee Community Cyber High School is located at 131 South 1st Street.

In August of 2014, the Charter School Contract Review Process was initiated by the Office of Contracted School Services. On September 23, 2014, representatives from Milwaukee Community Cyber High School submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On October 29, 2014, the Charter School Contract Review Team convened for a full-day site visit at Milwaukee Community Cyber High School. 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 information and responses provided by the school.

The Charter School Contract Review Team recommended a five-year renewal of the non-instrumentality charter school contract with Milwaukee Community Cyber High School. 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 recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon the Board's approval of this item, negotiations will begin with the Superintendent's designee, in consultation with the Board's designee, the Office of the City Attorney, and school representatives in anticipation of developing a renewed charter contract to be presented to the Board.

Fiscal Impact Statement

This item does not authorize expenditures. The funds for this charter school contract will be included as part of the FY16 Board-adopted budget.

Committee's Recommendation

Your Committee recommends that the Board approve the recommendation of the Contract Review Team to renew a five-year non-instrumentality charter school contract for Milwaukee Community Cyber High School.

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

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(Item 7) Action on a Request for Mutual Termination of the Instrumentality Charter School Contract with Hawley Environmental School at the end of the 2014-2015 School Year

Background

On January 28, 2010, the Milwaukee Board of School Directors approved a five-year charter school contract establishing Hawley Environmental School as an instrumentality charter school, beginning with the 2010-2011 school year.

The current contract specifies services for 330 full-time-equivalent (FTE) pupils in grades K4 through 5. The contract is scheduled to expire at the close of the 2014-2015 school year.

Hawley Environmental School is located at 5610 West Wisconsin Avenue.

In August 2014, the Office of Contracted School Services (CSS) initiated the Charter School Contract Review Process for all charter schools whose current contracts are scheduled to expire at the end of the 2014-2015 school year, requesting the schools' intent to participate in the charter-renewal process.

On October 23, 2014, CSS received written notification from Hawley Environmental School's representatives stating the school's intent of non-renewal of the instrumentality charter contract. It is the desire of the school to revert to non-chartered status beginning in the 2015-2016 school year.

The school representatives assert that the charter school status is not needed to implement the educational program. The school further believes that it will continue to provide its current level of services without the charter status. The decision was made through a collaborative process with the School Governance Council.

Implementation and Assessment Plan

Upon the Board's approval of this item, the instrumentality charter school contract with Hawley Environmental School will expire on the last regularly scheduled day of the 2014-2015 school year, and the school will revert to a MPS non-chartered school, beginning with the 2015-2016 school year.

Fiscal Impact Statement

This item does not authorize expenditures. Beginning in FY16, Hawley Environmental School will be funded in the same manner as is a traditional school.

Committee's Recommendation

Your Committee recommends that the Board approve the request for mutual termination of the instrumentality charter contract with Hawley Environmental School and approve that Hawley Environmental School revert to a MPS non-chartered school, beginning with the 2015-2016 school year.

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

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(Item 8) Action on a Request to Amend the Non-Instrumentality Charter School Contract with Universal Academy for the College Bound

Background

On May 2, 2012, Universal Companies submitted a proposal to become a non-instrumentality charter school with Milwaukee Public Schools. After a presentation by Universal representatives and public hearing, the Milwaukee Board of School Directors approved the charter school concept on August 30, 2012, and authorized contract negotiations among school representatives, the Offices of Board Governance, City Attorney, and Contracted School Services.

On February 28, 2013, the Board took action to approve the negotiated five-year contract establishing Universal Academy for the College Bound as a non-instrumentality charter school with Milwaukee Public Schools. The school started with up to a maximum of 600 full-time-equivalent (FTE) pupils in the 2013-2014 school year and is scheduled to end on the last regularly scheduled school day of the 2017-2018 school year with up to 1340 FTE pupils. The current contract is outlined to serve students in grades K4 through five at the Millennium Campus, located at 3872 North 8th Street, and students in grades six through twelve at the Renaissance Campus, located at 6850 North 53rd Street.

In November 2014, the Office of Contracted School Services received written notification from Universal representatives requesting amendments to the charter school contract. The school is requesting to expand seats beginning with the 2015-2016 school year and to add a facility to the current contract.

Each of Universal's schools demonstrates progress toward student achievement and family and community engagement. Universal is seeking to expand its successful educational program in another part of Milwaukee. The proposed expansion will also allow Universal to create a feeder pattern for its current middle- and high-school seats at the Renaissance Campus. The request is to add up to 500 additional FTE

pupils in grades K4 through five at the former Lee building, located at 921 West Meinecke, beginning with the 2015-2016 school year. The Administration will continue to work with Universal to identify a second District facility to be identified at a future date to accommodate their plans for further expansion in 2016-2017.

The Administration, in consultation with the Offices of Board Governance and City Attorney, is in agreement with the proposed changes and recommends that the Board approve the following contract amendments:

1. Universal Academy for the College Bound will serve up to a maximum of 1,500 FTE pupils in grades K4 through nine for the 2015-2016 school year, up to 1,670 FTE pupils in grades K4 through ten for the 2016-2017 school year, and up to 1,875 FTE pupils in grades K4 through eleven for the 2017-2018 school year; and
2. the Lee Campus, located at 921 West Meinecke, will be added to the contract to allow for enrollment of the additional students.

The redline contract with Universal Academy for the College Bound, which reflects the aforementioned modifications, is attached to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon the Board's approval and execution, the contract will become effective beginning with the 2015-2016 school year.

The Universal staff will actively work to recruit students to fill the additional seats.

The Office of Family Services will assist families and staff to enroll students for the 2015-2016 school year.

Universal will work with MPS Facilities and Maintenance to develop an agreed-upon building lease.

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

Fiscal Impact Statement

This item does not authorize expenditures. The funds for this charter school contract will be included as part of the FY16 Board-adopted budget.

Committee's Recommendation

Your Committee recommends that the Board approve the amended non-instrumentality charter school contract with Universal Academy for the College Bound, as attached to the minutes of your Committee's meeting, to:

1. increase the enrollment beginning with the 2015-2016 school year; and
2. add the Lee Campus, located at 921 West Meinecke, to the contract.

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

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Enter into Two Addenda to a 2008 Intergovernmental Agreement with the City of Milwaukee and for Authority to Refund Certain Bonds from the RACM Series 2005A

Background

On November 17, 2005, the $12,415,000 RACM Series 2005A lease revenue bond issuance was completed to fund improvements at Congress Elementary, Craig Montessori, and Fratney School. The borrowing through RACM represented the major funding source for the Congress and Fratney additions. An intergovernmental cooperation agreement with the City of Milwaukee was used to finance the project because the Milwaukee Public Schools does not have authority to issue debt. RACM has authority under Section 66.1333 of the Wisconsin State Statutes for such purposes.

In March 2013, the Board approved refunding $4,095,000 of the RACM Series 2005A bonds that were callable on 8/1/2013. The refunding was completed with a savings to the district of $568,000.

Given the currently low interest rates, an opportunity exists to refinance the remainder of the outstanding RACM Series 2005A lease revenue bonds. As of December 1, 2014, there are $4,375,000 of RACM Series 2005A lease revenue bonds outstanding, all of which are callable at 8/1/2015.

The 2008 Intergovernmental Cooperation Agreement with the City of Milwaukee is applicable to this transaction.

Fiscal Impact Statement

This item authorizes expenditures. If approved, the Administration will work with the City to refund certain of the RACM Series 2005A Lease Revenue Bonds. In the process, the district will incur costs for the issuance of the new debt and a refunding process for the old debt. These costs will be funded from bond proceeds. Payment of the issuance costs will be charged to account ODB00DBTDW-EACL, debt administrative costs.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to enter into an Intergovernmental Agreement with the City of Milwaukee and for authority to refund certain bonds from the RACM Series 2005A and authorization for the Board President and Superintendent to sign all necessary documents.

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

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(Item 2) Action on IRS-Required Plan Amendments to the Teacher Supplemental Pension Plan

Background

The purpose of this item is to bring forward amendments to the Milwaukee Board of School Directors Early Retirement Supplement Plan (Teacher Plan). The district has filed with the Internal Revenue Service (IRS) a request for an updated determination letter. The purpose of this filing is to confirm that the Teacher Plan continues to enjoy the status as a qualified plan under section 401(a) of the Internal Revenue Code and, therefore, is entitled to favorable tax treatment. The filing of the request for a compliance letter was handled by the Office of the City Attorney.

In response to this filing, the IRS issued a favorable determination letter on October 16, 2014, which was contingent upon the adoption of certain plan amendments concerning applicable federal tax law. The amendments, as detailed in the attachments to the minutes of your Committee's meeting, include updated language that specifically complies with Code Section 401(A)(31) for eligible rollover distributions and that specifically states the effective dates of previously adopted amendments.

Fiscal Impact Statement

This item does not authorize any expenditure.

Implementation and Assessment Plan

The Office of Human Capital will proceed with implementation based upon action taken by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed amendments, as detailed in the attachments to the minutes of your Committee's meeting, to the Teacher Plan to ensure that the Plan maintains its status as a defined benefit plan qualified under Code Section 401(a) and 401(d) as governmental plan, and direct the Administration to incorporate these changes into the existing plan documents, in compliance with the IRS directives.

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

* * * * *

(Item 3) Action on Adoption of a Resolution to Carry Over MPS's 2010 Qualified School Construction Bond 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.

To date, MPS has not issued any bonds pursuant to this allocation, but does understand and appreciate the value and importance of this allocation and does plan to use it. The Board did give authorization in March 2013 to use $38 million of the allocation for bonds to fund athletic facility and deferred maintenance projects. The process to issue those bonds is underway, but the issuance will not occur by December 31, 2014; therefore, the entire 2010 Allocation of $72,933,000 is to be carried forward to calendar year 2015.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Board's approval of this item and adoption of the resolution within it will document the Board's intent to preserve and carry forward $72,933,000 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 the $72,933,000 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 Section 54f(e)(2) of the Code relating to QSCBs permits the carryover of amounts allocated pursuant to section (d)(2); and

Whereas MPS has not used any of the 2010 allocation and desires to carry over the allocation to 2015; now, therefore, be it

Resolved by the Milwaukee Board of School Directors that it hereby carries over to 2015 $72,933,000 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.

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(Item 4) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations, Classified Retirements, and Affirmative Action Report

Action on Classified Personnel Transactions

Name and Assignment	Position and Salary	Date
	New Hires	
2 Reginald Albritton	Building Service Helper I $11.13 per hour	11/10/2014
2 Angela Birdsong	Building Service Helper I $11.13 per hour	10/27/2014
2 Larry Goodman	Building Service Helper I $11.13 per hour	10/27/2014
2 Ruby Hall	Building Service Helper I $11.13 per hour	10/27/2014
2 Jasmine Hicks	Building Service Helper I $11.13 per hour	10/27/2014
2 Marcus Leach	Building Service Helper I $11.13 per hour	10/27/2014
2 Jessica Leggions	Building Service Helper I $11.13 per hour	10/27/2014
5 Ashley Reeves	Building Service Helper I $11.13 per hour	10/27/2014
2 Wilson Smith	Building Service Helper I $11.13 per hour	11/10/2014
2 Sylvia Stokes	Building Service Helper I $11.13 per hour	11/10/2014
2 Kevin Taylor	Building Service Helper I $11.13 per hour	11/10/2014
5 Donna Verhagen	Building Service Helper I $11.13 per hour	11/10/2014
2 Antoine Washington	Building Service Helper I $11.13 per hour	10/27/2014
5 Andrew Kieliszkowski	Boiler Attendant Trainee $31,899.66	11/17/2014
5 Steven Stefanovic	Boiler Attendant Trainee $31,899.66	11/17/2014
2 Shekeya Parker	Children's Health Assistant $16,662.81	11/17/2014
2 Tiffany Davis	Food Service Assistant — Year-round $10.81 per hour	11/10/2014
2 Steve Hardin	Food Service Assistant — Year-round $10.81 per hour	11/17/2014

2	Tiajuana Bendy	Food Service Assistant $10.81 per hour	11/10/2014
2	Marcella Brown	Food Service Assistant $10.81 per hour	11/11/2014
2	Odessa Buycks	Food Service Assistant $10.81 per hour	11/03/2014
2	Rosie Day	Food Service Assistant $10.81 per hour	11/03/2014
2	Christopher Evans	Food Service Assistant $10.81 per hour	11/03/2014
2	Carolyn Freeman	Food Service Assistant $10.81 per hour	11/11/2014
2	Jasmine Harland	Food Service Assistant $10.81 per hour	11/11/2014
2	Latona Holloway	Food Service Assistant $10.81 per hour	10/31/2014
2	Domonique Hudson	Food Service Assistant $10.81 per hour	11/11/2014
2	Ebony Jackson	Food Service Assistant $10.81 per hour	11/17/2014
2	Jaraina Jackson	Food Service Assistant $10.81 per hour	11/10/2014
2	Tarrance Jenkins	Food Service Assistant $10.81 per hour	11/17/2014
2	Alice Johnson	Food Service Assistant $10.81 per hour	11/10/2014
2	Deshane Johnson	Food Service Assistant $10.81 per hour	11/10/2014
2	Jenasha Jones	Food Service Assistant $10.81 per hour	11/10/2014
2	Lazell Kelly	Food Service Assistant $10.81 per hour	11/10/2014
2	Nathan Latimore	Food Service Assistant $10.81 per hour	11/10/2014
2	Donlaya McCullum	Food Service Assistant $10.81 per hour	11/10/2014
2	Renee Metcalf	Food Service Assistant $10.81 per hour	11/17/2014
2	Rachel Miller	Food Service Assistant $10.81 per hour	11/17/2014
2	Willie Pitts	Food Service Assistant $10.81 per hour	11/11/2014
2	Brandon Pope	Food Service Assistant $10.81 per hour	11/10/2014
5	Joshua Rabe	Food Service Assistant $10.81 per hour	10/29/2014
2	Ricky Rhynes	Food Service Assistant $10.81 per hour	11/03/2014
2	Vance Robertson	Food Service Assistant $10.81 per hour	11/11/2014
2	Gloria Scott	Food Service Assistant $10.81 per hour	11/03/2014
2	Laportia Scott	Food Service Assistant $10.81 per hour	11/03/2014
2	Maria Scott	Food Service Assistant $10.81 per hour	11/10/2014

2	Chasity Smith	Food Service Assistant $10.81 per hour	11/10/2014
2	Jessie Stewart	Food Service Assistant $10.81 per hour	11/10/2014
2	Tasha Tabor	Food Service Assistant $10.81 per hour	11/10/2014
2	Myia Walls	Food Service Assistant $10.81 per hour	11/10/2014
2	Alexandria Walton	Food Service Assistant $10.81 per hour	11/17/2014
2	Mandisa Ware-Clark	Food Service Assistant $10.81 per hour	11/10/2014
2	Kenyetta White	Food Service Assistant $10.81 per hour	11/10/2014
2	Michelle White	Food Service Assistant $10.81 per hour	11/17/2014
2	Alesha Wilbourn	Food Service Assistant $10.81 per hour	11/11/2014
2	Carmen Wilkerson	Food Service Assistant $10.81 per hour	11/10/2014
5	Layli McLaughlin	Interpreter — DHH — 6 Hrs — LEV 1 $10.81 per hour	11/03/2014
2	Alexander Agee	Para Ed Assistant $17,823.69	11/03/2014
2	Randolph Alexander	Para Ed Assistant $17,823.69	10/29/2014
2	Sarah Amos	Para Ed Assistant $17,823.69	10/20/2014
2	Michael Bonds	Para Ed Assistant $17,823.69	10/22/2014
2	Andre Brown	Para Ed Assistant $20,794.31	10/30/2014
2	Kenneth Brown	Para Ed Assistant $17,823.69	11/03/2014
5	Rachael Buckholt	Para Ed Assistant $17,823.69	11/11/2014
4	Wilson Calixto	Para Ed Assistant $17,823.69	11/17/2014
5	Tricia Collenburg	Para Ed Assistant $17,823.69	11/06/2014
2	Aneisha Denson	Para Ed Assistant $20,794.31	10/27/2014
2	JaTayn Dismukes	Para Ed Assistant $17,823.69	11/10/2014
2	Natasha Dixon	Para Ed Assistant $17,823.69	10/28/2014
2	Michele Echols	Para Ed Assistant $17,823.69	10/20/2014
2	Ashley Edwards	Para Ed Assistant $17,823.69	11/07/2014
4	Christa Esparza	Para Ed Assistant $17,823.69	10/20/2014
5	Alisa Ferrante	Para Ed Assistant $17,823.69	11/10/2014
2	Ladonna Foster	Para Ed Assistant $17,823.69	11/12/2014

4	Valentin Garcia	Para Ed Assistant $20,794.31	11/13/2014
4	Balmary Gonzalez	Para Ed Assistant $17,823.69	11/10/2014
2	Cassandra Holmes	Para Ed Assistant $17,823.69	11/10/2014
2	Rothea Hunt	Para Ed Assistant $17,823.69	11/10/2014
2	Albert Jackson	Para Ed Assistant $17,823.69	11/14/2014
2	Donavon Johnson	Para Ed Assistant $17,823.69	10/23/2014
4	Nereyda Lopez	Para Ed Assistant $20,794.31	11/10/2014
2	Connie Madlock	Para Ed Assistant $17,823.69	11/10/2014
5	Thomas Mangi	Para Ed Assistant $17,823.69	11/10/2014
5	Zaynab Mustafa	Para Ed Assistant $17,823.69	11/17/2014
4	Nancy Resendez	Para Ed Assistant $17,823.69	10/27/2014
4	Myriam Rodriguez	Para Ed Assistant $17,823.69	10/27/2014
4	Nelson Senda	Para Ed Assistant $17,823.69	11/10/2014
2	Lynette Smith	Para Ed Assistant $17,823.69	11/06/2014
4	Cora Sosa Pacheco	Para Ed Assistant $17,823.69	11/11/2014
2	Vanessa Stribling	Para Ed Assistant $19,309.01	11/10/2014
5	Heather Strosin	Para Ed Assistant $17,823.69	11/06/2014
2	Bertha Toliver	Para Ed Assistant $17,823.69	11/11/2014
2	Inez Toney	Para Ed Assistant $17,823.69	10/27/2014
2	Kristan Ventress	Para Ed Assistant $17,823.69	11/03/2014
2	Maronnia Willson	Para Ed Assistant $18,335.03	10/31/2014
5	Randall Haas	Para Ed Assistant - Hourly $15.88 per hour	11/11/2014
5	Britta Bukowski	Para Ed Assistant — IB Calendar $17,823.69	11/06/2014
4	Milca Cortes Perez	Para Ed Assistant — IB Calendar $17,823.69	11/07/2014
2	Leonard Langdon	Para Ed Assistant — IB Calendar $17,823.69	11/05/2014
2	Dana Thurman	Para Ed Assistant — IB Calendar $17,823.69	11/05/2014
2	Toya Hughes	Para Ed Assistant — Year-round $17,823.69	10/27/2014
2	Cathy Telford	Para Ed Assistant — Year-round $17,823.69	11/05/2014

5	Walter Schlueter	School Bookkeeper — 10-month $29,247.14	10/20/2014
2	Nicole Savage	School Nursing Associate — 10-month $26,862.00	11/05/2014
2	Donavan Cash	School Safety Assistant $22,206.57	10/20/2014
2	Nicholas Daniels	School Safety Assistant $22,206.57	10/20/2014
2	Shavon Dillon	School Safety Assistant $22,206.57	11/05/2014
2	Jennifer Gain	School Safety Assistant $22,206.57	11/05/2014
2	Donovan Harris	School Safety Assistant $22,206.57	10/20/2014
2	Waryee Kong	School Safety Assistant $22,206.57	10/20/2014
4	Ydsia Lugo	School Safety Assistant $22,206.57	10/20/2014
4	Edward Mendoza	School Safety Assistant $22,206.57	11/05/2014
2	George Rainey	School Safety Assistant $22,206.57	11/05/2014
2	Qiana Wilson	School Safety Assistant $22,206.57	10/20/2014
2	Martina Wynn	School Safety Assistant $22,206.57	10/20/2014
5	Penela Jackson	School Secretary I — 10-month $23,520.00	11/17/2014
5	Kristin Berard	Senior Tech Support Analyst $63,103.00	11/17/2014

Promotions

2	Willie Lipson	Boiler Attendant $35,552.92	11/10/2014
2	Lakisha Metcalf	Data Support Assistant $37,195.00	11/10/2014
2	Marilyn Tyson	Information Specialist $35,090.00	11/03/2014
2	Jamar Willis	Para Ed Assistant $17,823.69	11/17/2014
2	Carnel Towns	Para Ed Assistant $23,764.93	11/04//2014
2	John Neeley	School Safety Assistant $22,206.57	10/20/2014
2	Tyson Randolph	School Safety Assistant $22,206.57	10/20/2014
5	Edward Hoffman	Senior Tech Support Analyst $46,604.44	11/10/2014
5	Deanna Hermann	Senior Tech Support Analyst $58,615.00	11/10/2014
4	Linda House	Senior Tech Support Analyst $58,615.00	11/10/2014
5	DeAnna Grebe	Senior Tech Support Analyst $58,615.00	11/10/2014
5	Cheryl Roderfer	Senior Tech Support Analyst $58,615.00	11/10/2014

5	Kent Wayson	Technology Support Supervisor $80,339.00	11/10/2014
		Rehires	
2	Lateasha Russ	Children's Health Assistant $16,662.81	10/20/2014
1	Yvette Petty	Food Service Assistant $10.81 per hour	11/05/2014
2	Emma Donald	Food Service Assistant $10.81 per hour	11/03/2014
2	Ruby Jones	Food Service Assistant $10.81 per hour	11/03/2014
2	Sarah Knox	Para Ed Assistant $17,823.69	11/12/2014
2	Shyla Barnett	Para Ed Assistant $19,309.01	11/05/2014
2	DeRonda Mosby	School Safety Assistant $22,206.57	10/20/2014

Action on Certificated Appointments — Teachers, Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
2,a,r	Buckingham, Sabrina Special Ed Multi-categorical	B	$41,200.00	10/27/2014
2,nr	Crawford, Renee IDEA — Multi-categorical EEN	B	$41,200.00	11/3/2014
5,nr	Hodkiewicz, Gail MUSIC	C	$46,100.00	11/10/2014
5,r	Justin-Szopinski, Nora Bilingual Education	B	$41,200.00	10/28/2014
4,a,r	Kassem Hamideh, Said Foreign Language	B	$41,200.00	11/3/2014
2,r	Landry, Shaticia Special Ed Multi-categorical	B	$41,200.00	10/22/2014
2,a,r	Miller, Wendy Special Ed Multi-categorical	B	$41,200.00	10/24/2014
5,nr	Nisleit, Rachelle Guidance	C	$45,200.00	11/10/2014
5,r	Nolan, Susan Art	B	$57,700.00	10/31/2014
5,nr	O'Hara, Bonnie Kindergarten (4-year-olds)	C	$59,200.00	10/31/2014
2,a,r	Stallworth, Cornell Special Ed Multi-categorical	B	$41,200.00	10/27/2014
2,a,r	Tatum, Kevin Multi-categorical Comp Sen	B	$41,200.00	10/27/2014
2,a,r	Teague, Kristopher Science	B	$41,200.00	11/11/2014
2,a,r	Young, Jeradine Multi-categorical Comp Sen	B	$41,200.00	11/10/2014

Action on Certificated Appointments — Occupational Therapist

5,nr	Gilbert, Kelly IDEA — Central Service	C	$52,300.00	11/12/2014

Action on Certificated Appointments — Teachers, Year-round Calendar

5,nr	Eisenstat, David Reg (5-year-old) Kindergarten	C	$53,500.00	11/4/2014
2,a,r	Woods, Yvette Title I School-wide	B	$74,200.00	11/3/2014

Codes

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents

Counts

(1) Native American 0
(2) African American..... 9
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 1
(5) White..... 7
(6) Other 0
(7) Two or More Ethnic Codes 0
Males..... 5
Females 12

Action on Certificated Leaves of Absence

	Present Assignment	Effective from
Illness Leave Ext., January 2015		
Fiedler, Christine	Currently on Leave	December 1, 2014
Illness Leave, January 2015		
Martin, Sonya	Bradley Tech	October 31, 2014
Illness Leave, February 2015		
Buss, Jessica	Special Services	January 5, 2015
Personal Leave, March 2015		
Buss, Jessica	Special Services	February 9, 2015

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.6	5	Allison Ball	Teacher	Milw Sign Lang	10/31/14
Personal	0.2	5	Barbara Dirr	Teacher	WCLL	10/27/14
Personal	0.1	5	David Eisenstat	Teacher	Silver Spring	11/06/14
Personal	0.9	5	Erika Fischer	Teacher	Dr. King	12/01/14
Retire	39.4	5	Mary Gallun	Teacher	Bruce	01/09/15
Personal	0.2	5	Abigail Gorman	Teacher	Mitchell	11/07/14
Other Work	2.0	3	Christopher Jacoby	Teacher	Milw Sign Lang	11/06/14
Personal	0.1	5	Patricia Krol	Teacher	Neeskara	10/21/14
Personal	26.5	5	Steven Marshall	Teacher	Rufus King HS	01/01/15
Personal	11.2	5	Jenifer Mikulecky	Teacher	Lincoln	11/19/14
Retire	25.9	5	Susan Palmieri	Teacher	Central Svcs	01/19/15
Personal	0.3	5	Nicole Santos	Teacher	Parkside	11/04/14
Retire	12.3	5	Carol Unstot	Teacher	Hawthorne	11/05/14
Personal	1.2	5	Ashley Vickery	Teacher	Hi Mount	11/10/14
Personal	0.3	5	Leslie Walden	Teacher	Silver Spring	11/17/14
Personal	0.3	5	Abigail Wydra	Teacher	Goodrich	11/03/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	15.4	2	Brian Grashen	Engineer	WOK Institute	11/08/14
Retire	24.1	5	Maureen McDonald	Para	Starms	11/15/14

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for December is attached to the minutes of your Committee's meeting. This is an informational report which reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences; to be effective upon approval of the Board.

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

* * * * *

(Item 5) 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

Committee's Recommendations

1. Your Committee recommends that the following individuals be appointed to the classifications indicated, to beeffective upon approval by the Board:

(2)(r)	Carletta Noland	Regional Superintendent — Northwest Region Office of the Chief School Administration Officer	Schedule 03, Range 15A $124,129.00
(5)(r)	Thomas Back	Budget Specialist Office of the Chief Financial Officer	Schedule 03, Range 10A $97,304.00
(2)(r)	Marcus Arrington	Principal Dr. Martin Luther King Jr. Elementary School	Schedule 03, Range 13T $95,770.00
(4)(r)	Christopher Garza	Principal Zablocki Elementary School	Schedule 03, Range 13T $85,759.00
(2)(r)	Latasha Henry	ERSEA Manager Office of the Chief Academic Officer	Schedule 03, Range 07A $83,815.00
(5)(nr)	Mark Bethel	Project Specialist Office of the Chief Operations Officer	Schedule 03, Range 10A $75,000.00

Note: The above recommendations are for positions that are approved in the FY15 budget.

2. Your Committee recommends that the following individual be reassigned to the classification indicated, to be effective upon approval by the Board:

(2)(r)	Erica Harris-Day	Head Start Coordinator Office of the Chief Academic Officer	Schedule 03, Range 09A $94,250.00

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

(5)(nr)	Karin Pacetti	LTE Art Teacher Office of the Chief School Administration Officer 11/10/14 to 6/15/15	 $40.00/hr.

(5)(r)	Donald Janicki	LTE Wisconsin Master Educator Principal License Process Office of the Chief School Administration Officer 9/1/14 to 5/1/15	$30.00/hr.
(5)(r)	Samuel Purdy	LTE Psychological Services/Violence Prevention Office of the Chief Academic Officer 12/1/14 to 6/12/15	$30.00/hr.
(5)(r)	Julia Sargis	LTE Induction Specialist – Induction & Support Office of the Chief Innovation Officer 8/1/14 to 6/1/15	$30.00/hr.
(4)(r)	Ana Delgado	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(r)	Acecia Ellis	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(r)	Latoya Merchant	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(r)	Jasmine Mills	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(r)	Latasha Smith	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(r)	Alexander Williams	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(2)(nr)	Queina Willis	LTE Safety Assistant Office of the Chief School Administration Officer 11/17/14 to 5/15/15	$20.00/hr.
(5)(nr)	Richard Schadt	LTE Traveling Music Teacher Office of the Chief School Administration Officer 11/10/14 to 5/10/15	$19.70/hr.

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.

* * * * *

(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 Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Authorization to Make Purchases

State Contract Renewal of the Blanket Agreement with Ricoh USA, Inc., for District Copiers

The Administration is requesting authorization to renew the blanket agreement with Ricoh USA, Inc., to provide copiers and multifunction device equipment and the associated maintenance and support services under the State of Wisconsin's Contract #15-60042-012.

Leases or purchases will be made by various MPS schools and departments as needed.

This will be an extension for a maximum of one year. The current state contract expires September 30, 2015. If the state renews this contract, the maximum length of the contract will be one year and will run from December 31, 2014, through December 31, 2015, at the latest. If the state contract is not renewed or extended, this blanket will expire on September 30, 2015.

The estimated dollar value is $2,000,000.

Budget Code: Will vary by MPS location placing order $2,000,000

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

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

- Contract: C019272
  City Year
  Addition of Bay View High School to the contract
  Budget Code: GEN-0-I-IV5-OI-ECTS
  Revised Contract Amount: $800,000
  Request to add funds August 7, 2014, in the amount of $100,000

Other Monthly Reports

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

Acceptance of Donations

School	Donor	Amount	Gift or Purpose
Academy of Accelerated Learning	Natalie Hanneman	$45.00	Classroom Materials
Burbank	Donors Choose	$222.08	Classroom Materials
Burbank	Donors Choose	$179.95	Classroom Materials
Burbank	University of Oregon	$20.00	PBIS Support
Carver Academy	Donors Choose	$429.00	Classroom Materials
Clarke	Hoffer's Tropic Life Pets	$126.50	PBIS Support
Congress	Aldi Corporation	$50.00	Holiday Meal Donation
Congress	Wisconsin Hospitality Group	$45.00	Holiday Meal Donation
Congress	Denny's	$24.00	Holiday Meal Donation
Emerson	Ally's Bistro	$100.00	Classroom Materials
Engleberg	Donors Choose	$600.00	Classroom Materials
Fairview	Donors Choose	$613.52	iPod Boom Box; Headphones; Junction Box
French Immersion	GE United Way Campaign	$60.00	Monetary Donation

School	Donor	Amount	Gift or Purpose
Garland	Bay View Railing & Ornamental	$400.00	Washington D.C. Scholarship
Hayes	Target	$238.17	Monetary Donation
Hayes	University of Wisconsin-Oshkosh	$200.00	Library Books
Kilbourn	Donors Choose	$400.00	Classroom Materials
Kilbourn	Donors Choose	$303.00	Classroom Materials
Kilbourn	Donors Choose	$402.00	Classroom Materials
Kilbourn	Donors Choose	$393.00	Classroom Materials
King High	Debra Jupka	$1,750.00	Music Program National Honor Society IB Test Scholarships
King High	Exxon Mobil Foundation Matching Gifts Program	$500.00	IB Test Scholarships
Kluge	Season with Grace Catering	$130.00	Classroom Library
Longfellow	Ernst & Young	$3,462.31	Monetary Donation
Longfellow	Lisa Vanlandeghem	$100.00	Monetary Donation
Longfellow	Leslie A Russell	$75.00	Monetary Donation
Longfellow	Allison Joffe	$60.00	Monetary Donation
Longfellow	Sean Bruskiewicz	$60.00	Monetary Donation
Longfellow	James Somers	$200.00	Monetary Donation
Longfellow	David Gay	$250.00	Monetary Donation
Longfellow	Sharon Reed	$250.00	Monetary Donation
Longfellow	Peter Amster	$500.00	Monetary Donation
Longfellow	Michael Schulze	$160.00	Monetary Donation
Longfellow	Dawn Poppe	$100.00	Monetary Donation
Longfellow	Nancy Flagg	$100.00	Monetary Donation
Longfellow	Kristen Pisani	$100.00	Monetary Donation
Longfellow	Brad Bertler	$500.00	Monetary Donation
MacDowell	Juneau Alumni Association	$2,000.00	Athletics Program
Manitoba	Mary Stetter	$200.00	Monetary Donation
Maryland Avenue	Shoreview Pediatrics, S.C.	$250.00	Monetary Donation
Morse*Marshall	Milwaukee Bucks	$1,200.00	100 Bucks Tickets
Ninety-Fifth Street	Glacier Canyon Lodge	$342.00	Monetary Donation
North	Annie P. Robinson	$132.00	Food Donation
Office of Academics	Ronald Troy	$400.00	Drum Set
Riverside	Ray Weiss	$500.00	Baseball Program
Siefert	Tom and Nancy Kriofsky	$100.00	Monetary Donation
Sign Language	Walgreens	$63.00	Classroom Materials
Sign Language	PPG Foundation	$2,000.00	Classroom Materials
Sign Language	Donors Choose	$608.31	Classroom Materials
South Division	Marilyn and Thomas Swiontek	$1,000.00	Family, Career and Community Leaders of America Program
Trowbridge	Sharon Cook	$100.00	Student Field Trip
Trowbridge	Dennis and Sara Cook	$100.00	Student Field Trip
Trowbridge	Vicki Elkin	$35.00	Student Field Trip
Victory	Milwaukee Ladies of Unico, Inc.	$500.00	Italian Program
Washington	Brewers Community Foundation	$5,000.00	Basketball Program
Washington	Northwestern Mutual	$500.00	IFAIR Fund
Washington	414 Freight Services, LLC	$100.00	Basketball Program
Total		$28,278.84	

Committee's Recommendation

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

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:

- Journal Print Group for printing and mailing services of four (4) seasonal recreation guides, CSV-0-0-PRC-RC-EADV.....$127,664
- Goodwill TalentBridge for staffing services, various budget codes $3,750,000
- OptumRX for district's prescription drug plan, DWC-0-0-EMB-DW-EMDI $480,000

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth 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 8) 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:

- Waters Foundation — Systems Thinking, for continuation of the Thinking in Schools Project, GEN-0-I-1V5-0I-ECTS.....$70,000
- Board of Regents of the University of Wisconsin System Center, to provide project evaluation for Project Prevent/Resilient Kids Grant, SYS-0-S-RX5-DE-ECTS.....$75,000
- Children's Service Society of Wisconsin, for Project Ujima professional development and various training and programming, SYS-0-S-RX5-DE-ECTS.....$57,116
- Boys and Girls Club of Greater Milwaukee, for the Truancy Abatement and Burglary Suppression (TABS) program, STV-0-0-TAB-DW-ECTS $219,726
- UnitedHealthCare, for the district's fully insured Medicare Advantage Program, DWC-0-0-EMB-DW-EMDI $19,360,000

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth 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 9) Action of Monthly Facilities Matters: FMS Award of Contract Recommendation and Contract Extensions

Committee's Recommendation

Your Committee recommends that the Board authorize the following contracts, as described in the attachments to your Committee's meeting.

1. Construction Contracts:

   - Langer Roofing & Sheet Metal, Inc., for roof and siding replacement at the Webster building, Code FAR00MM2WB ECNC.....$108,100.00

2. Contract Extensions:

   - Contract Labor: expenditure authority not to exceed approval in the amount of $4,875,000.00. If the requested dollar amount is exceeded during the contract period, this will be reported to the Board, and additional expenditure authority will be requested. To be funded by individual project budgets on an as-needed basis, or by MTN00FSH11ECTS, Facilities Maintenance and Repair — Contract Services, for infrastructure-related expenditures.....$4,875,000.00

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

* * * * *

(Item 10) Report and Possible Action on the Implementation of Resolution 1314R-008 by President Bonds Regarding Revision of Administration Policy 6.15, Criminal Background Screening

Background

Resolution 1314R-008, which was adopted by the Board in the September Board cycle, directed the Administration to take several actions related to revising Administrative Policy 6.15, Criminal Background Screening.

In response to the directives, the Administration conducted research on criminal-background-check practices. To begin the research process, the Administration reviewed the National Employment Law Project's "65 Million 'Need Not Apply': The Case for Reforming Criminal Background Checks for Employment" article. Based upon information learned from the article, the Administration reviewed the appeals-and-waivers process implemented by the Transportation Security Administration (TSA), which was cited as an excellent criminal-background-check appeals process.

The Office of the City Attorney has been an invaluable resource as the Administration moves forward in reviewing its criminal-background-check procedures. Specifically, the Office of the City Attorney has provided legal guidance regarding possible revisions to the District's criminal-background-check procedures and has shared the City of Milwaukee's guidelines for reviewing criminal convictions. The Office of the City Attorney has also oriented the new criminal-background-check appeals committee on the legal considerations that must be adhered to when reviewing an applicant's criminal history.

Representatives from the Office of Human Capital, Department of Employment Relations, have met with representatives from NAACP, UMOS, and the Superintendents of two Wisconsin minimal-security prisons to discuss best practices with regard to criminal background checks. A focus group of MPS principals was also convened to gather their feedback on the criminal-background-check process from the schools' perspective.

The following actions have been taken to fulfill the Resolution's specific directives:

(a) A new independent criminal background appeal committee has been created. The appeals committee comprises three members, with each member representing one of the following offices/departments: the Office of Accountability and Efficiency, the Office of

Board Governance, and the Division of Insurance and Risk Management. The Civil Service Commission declined to participate.

(b) The Office of the City Attorney cannot serve on the committee, but has provided the orientation to the appeals committee and has agreed to be on call for purposes of consultation.

(c) Administration met with representatives from the NAACP, UMOS, and with two superintendents from minimal security prisons in the Milwaukee area to solicit information on best practices in handling criminal-background-check appeals.

(d) The Office of Human Capital continues to coordinate the criminal-background-check-appeal process in terms of providing all applicant records and information required by the appeals committee; however, the Office of Human Capital acts only in the capacity of a facilitator and is not a part of the appeals committee.

(e) Based upon the research conducted, the Administration has determined that it will eliminate "failure to disclose" as a sole reason for rejecting an applicant with a criminal history. This is appropriate considering that all applicants for employment must undergo criminal background checks using the Truescreen background-check system, which provides a thorough and comprehensive report on each applicant. This action alone will preclude a substantial number of applicants from being eliminated for employment based on a factor that is extraneous to their convictions.

(f) A disclaimer will continue to be on the application, warning all applications that a criminal background check will be conducted and can be a basis for rejection for employment. It should also be noted that, upon rejection, Truscreen automatically informs the applicant of the decision.

(g) Administration makes employment decisions based upon the most current job application submitted in the instance of an applicant submitting multiple job applications.

(h) Administration will ensure that every person hired has a criminal background check completed prior to starting employment and prior to the Administration's presenting the name to the Board for approval.

(i) Truscreen does immediately send out to each rejected applicant a letter notifying him/her of the rejection along with a copy of his/her criminal history report. Administration will provide more specificity on the appeal process. The communication will include information outlining a 15-day timeline to appeal, as well as a list of appropriate documentation that can be submitted as part of the appeal. The appeals committee is in the process of developing an equally transparent notice stating whether an appeal has been granted or denied.

At your Committee's meeting, President Bonds also pointed out that an applicant with a record of conviction may be eligible to be hired for a position one year after a conviction, based upon the nature of the offense and on a case-by-case review of the applicant's file.

Fiscal Impact Statement

Does not authorize expenditures.

Committee's Recommendation

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

Vice President Holman in the Chair.

President Bonds moved to instruct the Administration to bring back for the Board's approval, through the Committee on Legislation, Rules and Policies, revisions to Administrative Policy 6.15, Criminal Background Screening, to:

1. state explicitly that an applicant with a record of conviction may be eligible to be hired for a position one year after a conviction, based upon the nature of the offense and on a case-by-case review of the applicant's file;

2. make paragraph (2) of the current policy reflect the Administration's decision to eliminate "failure to disclose" as a sole reason for rejecting an applicant with a criminal history; and3.make any other any other changes to the policy to ensure that it aligns with the current report of the Administration.

The motion prevailed, the vote being as follows:

Ayes—Directors Bonds, Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke, and Vice President Holman—9.

Noes—None.

President Bonds resumed the Chair.

* * * * *

(Item 11) Action on a Request to Approve an Option to Lease the Lee Building (921 W. Meinecke Avenue) by Universal Companies, Inc.

Background

This item requests authorization for the Administration to enter into an option-to-lease agreement with Universal Companies, Inc., for the Lee Elementary Building, 921 W. Meinecke Avenue, for the purpose of opening a third charter school with MPS. The option shall run for a period of two years, as outlined in the attachment.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the option to lease, as attached to the minutes of your Committee's meeting will be executed.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to enter into an option-to-lease agreement with Universal Companies, Inc., as attached to the minutes of your Committee's meeting, for the Lee Elementary Building, 921 W. Meinecke Avenue, for the purpose of opening a third charter school with MPS.

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

* * * * *

NEW BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Library Board,of the Board's delegate to the Milwaukee Education Partnership, of the Board's delegate to Cooperative Educational Service Agency #1 (CESA #1), and of the Board's delegate to the MPS Head Start Policy Council.

* * * * *

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

During the months of November and December, the President:

1. gave a presentation with Dr. Driver at Milwaukee Succeeds;
2. met with several alderpersons regarding MPS facilities;
3. met with MPS Superintendent Driver on various issues impacting on MPS;
4. met with various Board members on issues impacting on MPS;
5. met with Office of Accountability on issues impacting on MPS;
6. discussed issues impacting on MPS with the Board Clerk;
7. met with community leaders on issues impacting on MPS;
8. attended Milwaukee Education Partnership (MEP) meeting;
9. met with MPS's Administration, Office of Board Governance, Office of Accountability and Efficiency, and others regarding legislative strategy;
10. visited several schools in his district;
11. met with representatives of local media outlets;
12. met with Dr. Driver and the UWM School of Education on partnerships;
14. met with a group of black ministers (Pastor United) regarding possible partnership with MPS;
15. met with representatives from private sector on issues impacting on MPS; and
16. met with MTEA's Director on issues impacting on MPS.

* * * * *

(Item C) Possible Action on the Report of the Board's Delegate to the Wisconsin Association of School Boards (WASB) Regarding Resolutions to Be Considered by the WASB Delegate Assembly

Background

At its annual meeting in January 2015, the Delegate Assembly of the Wisconsin Association of School Boards (WASB) will consider the adoption of 17 resolutions that will help set WASB's state-wide agenda for education in the coming years. WASB recommends that each school board ensure that its delegate and alternative understand their board's position on the resolutions and be prepared to vote accordingly.

As requested by the Board's delegate to WASB, the analysis of the proposed resolutions (provided under separate cover) examines the resolutions in relation to the MPS Legislative Agenda and MPS's interests.

Recommendation

That the Board determine what direction, if any, it wishes to give to its delegates to the Wisconsin Association of School Boards (WASB) regarding the proposed 2015 WASB resolutions.

* * * * *

COMMUNICATIONS AND PETITIONS

The Board Clerk presented the following communications:

Communication 1415C-002

On November 24, 2014, the Office of Board Governance received a communication, dated November 21, 2014, from the Milwaukee Teachers Education Association (MTEA) requesting a hearing on low-wage workers and living wages.

Referred to the Superintendent.

* * * * *

Communication 1415C-003

On December 15, 2014, the Office of Board Governance received the attached Communication 1415C-003 from Mr. Thomas Phillipson requesting a hearing regarding his proposed "Re-visioning Public Education in Milwaukee."

Referred to the Committee on Parent and Community Engagement.

* * * * *

The Board adjourned at 7:41 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 29, 2015

Regular meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain (6:35 PM), Spence, Zautke, and President Bonds—8.

Absent and excused—Director Woodward—1.

The President requested a moment of silence in honor of the following students:

- Aviana Bailey, age 12, a 7th-grade student at Story School who died due to a medical condition on January 1, 2015;
- Mateo Moutry, age 18, an 11th-grade student at Grandview High School who was struck by a train in Pleasant Prairie on January 2, 2015;
- Jahara Kennedy, age 20, a 2013 graduate of Washington IT High School who died on January 4, 2015, after being shot during an argument on New Year's Day; and
- Mohammad Albeik, age 12, a 7th-grade student at Manitoba who died due to a medical condition on January 18, 2015.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award — Whitney Gulbronson

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:

Whitney Gulbronson

Ms. Whitney Gulbronson is presently a teacher at Riverside University High School. She also is a graduate of Riverside University High School.

Ms. Gulbronson was recently recognized by the Marcus Center for the Performing Arts and McDonald's Restaurants of Southeastern Wisconsin for her long-standing support of the annual Dr. Martin Luther King, Jr., celebration through student-oriented programming.

Ms. Gulbronson, a longtime participant in the Dr. King essay contest, won a Dr. King scholarship while a student at Riverside. Now as a teacher at her alma mater, she encourages her students and students across the school to participate. Recently, her students have gone to the semifinal rounds in both the essay and speech contests.

A National Board Certified Teacher, Ms. Gulbronson is recognized by her colleagues as a dynamic educator who mentors students and is a leader among the staff.

The Milwaukee Board of School Directors recognizes and honors Whitney Gulbronson 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 Board's regular meeting of December 18, 2014, were approved as printed.

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COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the 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. Activities from late December through mid-January follow.

This is an exciting time for Milwaukee Public Schools as we align our budgeting process to our operational and strategic planning. There are eight organization-wide strategies:

1. Closing the Gap
2. Educating the Whole Child
3. Rethinking High Schools
4. Redefining the MPS Experience
5. Re-envisioning Partnerships
6. Community Outreach
7. Workforce Development
8. Organizational Processes

My administrative teams have been tasked with pulling together best practices, research, and district and community input to draft white papers that reflect the approaches that will help us accomplish the objectives set forth in the eight strategies.

I travelled to Madison several times this month for various meetings. One meeting afforded us the opportunity to educate a few elected leaders on what we are currently doing to move the District forward and how our efforts are showing positive results. I also went to Madison to testify before the Senate on Assembly Bill 1 — School Accountability. I believe that at the heart of the discussion around this bill, and at the heart of the discussion around this issue over the past several years, is the basic desire to help to improve the performance of all students, no matter where they may be attending school.

Due to extreme temperatures, we closed schools on January 8 and 9 for the safety of our students. This was the right decision based on weather conditions not only in the morning but the snow that was predicted (and came) at dismissal. We received positive feedback from parents on this decision.

The legacy of Dr. Martin Luther King, Jr., shined through the efforts of hundreds of volunteers who came out on Monday, January 19, for a Day in Service. Community members as well as MPS student and staff volunteers worked side-by-side painting murals and completing other beautification projects at several district school buildings. Washington High School of Information Technology was one of the schools that benefited from the Day in Service.

MPS's My Brother's Keeper initiative is moving along. One of the six focus areas of the initiative is Graduating from High School Ready for College and Career, and we are proud to announce an opportunity for you to support MPS's work on the initiative. Washington HS of Information Technology served as the College Goal WI site for the complication of the Free Application for Federal Student Aid (FAFSA) for all MPS students. College Goal WI is a state-wide event that provides free information and assistance to families who need to complete the FAFSA, the federally required form for students seeking financial aid, such as grants and loans. Our goal is that 35% of MPS seniors will complete the FAFSA during February. Additional information about Milwaukee Public Schools' My Brother's Keeper is located on the webpage (www.mpsmke.com/mybrotherskeeper), where you can find links and resources. Ideas and feedback can be sent to MPS My Brother's Keeper at mybrotherskeeper@milwaukee.k12.wi.us.

On Saturday, January 17, Neeskara's PTA held its Healthier You Fair, with exciting vendors promoting good health and well-being. Healthful snacks were provided, and all in attendance had a chance to win prizes.

The first tournament of the MPS Classic I — Special Olympics basketball season and one of Milwaukee's largest Special Olympics tournaments of the year was held on Sunday, January 18, at Vincent High School. Participating teams came from Milwaukee, Ozaukee, and Washington counties. Each team competed in two games in this qualifying event for the regional tournament in March.

Reagan High School presented the musical *Joseph and the Amazing Technicolor Dreamcoat* from January 22 through 25. More than 75 Reagan students were part of the cast, crew, and pit orchestra of this amazing musical.

A Montessori Summit was held at MacDowell Montessori on Saturday, January 24. Attendees were able to participate in workshops, see classrooms, and listen to a national Montessori keynote speaker! For prospective Montessori teachers, Montessori trainers were on hand to share information about enrolling in Montessori teacher-training programs. Trainers from the Montessori Institute of Milwaukee (accredited by AMI [Association Montessori Internationale]) and Seton Montessori Institute (accredited by AMS [American Montessori Society]) provided resources and information.

Earlier this evening, Research and Development held the research review, "Get Physical: The Implementation of the SPARK Curriculum." Brett Fuller, MPS Curriculum Specialist for Health, Physical Education, and Safe and Supportive Schools; Dr. David Nelson from the Medical College of Wisconsin; and Dr. Chris Simenz from Marquette University highlighted the success of the implementation of the SPARK (Sports, Play, and Active Recreation for Kids) curriculum, while demonstrating how community partners can be utilized to increase the ability to implement a successful program.

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

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

Director Spence moved to accept the reports of the Independent Hearing Officers of January 5, 6, 9, 13, 21, and 27, 2015.

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

Ayes—Directors Falk, Holman, Joseph, Sain, Spence, Zautke, and President Bonds—7.

Noes—None.

Temporarily absent—Director Miller—1

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DISCHARGE OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION FROM FURTHER CONSIDERATION OF RESOLUTION 1415R-006 AND REFERRAL OF SAME TO THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

As previously noticed in the call of the meeting, Director Sain moved to discharge the Committee on Student Achievement and School Innovation from further consideration of Resolution 1415R-006, to create a new middle school with a deaf-and-hard-of-hearing component in the former Burroughs facility, and to refer the Resolution to the Committee on Accountability, Finance, and Personnel.

The motion to discharge the Committee on Student Achievement and School Innovation from further consideration of Resolution 1415R-006 and to refer the Resolution to the Committee on Accountability, Finance, and Personnel prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—None.

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REPORTS OF STANDING COMMITTEES

Separate consideration not having been requested of any item, on the motion of Director Holman, the reports of the Standing Committees were approved, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Zautke, and President Bonds—8.

Noes—None.

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 and Possible Action on Commitment Schools/Low-Performing Schools

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.02, Instructional Priority Objectives

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the District. The state had originally identified 55 district schools as "Fails to Meet Expectations"; however, due to the merging of two of these schools, the number is now 53.

The District's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and by dramatically increasing resources so students are college- and career-ready.

All 53 of the current schools that have been identified by the state as Fails to Meet Expectations will receive instructional support, professional development, and operational assistance from the Office of Innovation to support school improvement during the 2014-15 school year.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Office of School Innovation will plan additional supports as specific needs related to instructional support, professional development, and operations are identified.

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(Item 2) Action on a Request to Amend the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Background

On April 19, 2007, the Milwaukee Board of School Directors Board approved a five-year contract with Carmen High School of Science and Technology establishing the non-instrumentality charter school with

Milwaukee Public Schools, to start with the 2007¬2008 school year. On June 28, 2012, the Board approved a five-year renewal with Carmen.

Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for college, meaningful careers, community involvement, and family life. Carmen offers a rigorous college-preparatory academic framework along with character-based school culture.

Carmen High School of Science and Technology is located at 1712 South 32nd Street, Milwaukee, WI, 53215. The current contract serves up to a maximum of 350 full-time-equivalent (FTE) pupils in grades 9 through 12. The contract is scheduled to expire on the last regularly scheduled day of the 2016-2017 school year.

Carmen High School of Science and Technology has emerged as one of the highest-performing college-preparatory high schools in the city. The U.S. News and World Report ranked Carmen among the top ten schools on its "Best High Schools in Wisconsin" listing in both 2013 and 2014. The Washington Post ranked Carmen 12th on its "Most Challenging High Schools in Wisconsin" list in 2014.

Carmen has become a very popular high-school option among students from Milwaukee's many southside Catholic K-8 schools. By November 7, 2014, Carmen had received 427 applications for its 2015-2016 9th-grade class. A total of 45% of the applications received were from parochial school or non-MPS charter school students.

The Carmen leadership wishes to build upon its eight-year relationship with the District by expanding high-quality seats on Milwaukee's south side under the Carmen High School of Science and Technology's existing contract.

On November 6, 2014, the Office of Contracted School Services received written notification from Carmen's representatives requesting modifications to the charter school contract. The school is requesting to expand seats beginning with the 2016-2017 school year. The expansion over time will eventually yield an additional 800 FTEs to the contract.

Carmen is willing to work with the District to identify a southside high-school building where Carmen could enter into a strategic partnership with a lower-performing school to improve academic performance and culture and to share best practices. Carmen is also willing to lease a non-MPS southside facility to operate the proposed second campus.

Since Carmen has demonstrated the capacity to implement an effective educational program and has a waiting list of families that want more seats on the south side, the Administration, in consultation with the Offices of Board Governance and City Attorney, is in agreement with the proposed changes and recommends that the Board approve the a contract amendment to allow Carmen to serve up to a maximum of 550 FTE pupils in grades 9 through 12 for the 2016–2017 school year.

Carmen has a very strong track record of gaining philanthropic support and is committed to raise funds to make any necessary renovations and improvements to an existing MPS facility.

The redline contract with Carmen High School of Science and Technology, which reflects the aforementioned modifications, is attached to the minutes of your Committee's meeting.

Fiscal Impact Statement

This item alone does not authorize expenditures. Funding for the additional pupils will be approved during the FY16 budget process.

Implementation and Assessment Plan

Upon the Board's approval and execution, the contract will become effective beginning with the 2016-2017 school year.

Carmen will work with MPS Administration to determine southside facility to implement the expansion. Facility approval will come before the Board's Committee on Accountability, Finance, and Personnel at the appropriate time.

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 non-instrumentality charter school contract with Carmen High School of Science and Technology, as attached to the minutes of your Committee's meeting, to expand enrollment beginning with the 2016-2017 school year.

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

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(Item 3) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for the Alliance High School of Milwaukee

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Background

On June 24, 2004, the Milwaukee Board of School Directors approved a five-year charter school contract establishing The Alliance School as an instrumentality charter school, beginning with the 2005-2006 school year and ending on the last regularly scheduled school day of the 2009-2010 school year.

On June 24, 2010, the Board granted The Alliance School a two-year contract renewal, beginning with the 2010-2011 school year and ending with the last regular scheduled school day of the 2011-2012 school year.

On December 13, 2011, the Board granted The Alliance School a three-year contract renewal, beginning with the 2012-2013 school year and ending with the last regular scheduled school day of the 2014-2015 school year.

The current contract is for up to a maximum of 175 full-time-equivalent (FTE) pupils in grades 9 through 12. The Alliance School is located at 850 West Walnut.

In August 2014, the Office of Contracted School Services initiated the charter school contract-review process. On September 26, 2014, representatives from The Alliance School submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to renew the charter school contract.

On October 30, 2014, the Charter School Contract Review Team convened for a full-day site visit at The Alliance School. 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 information provided by the school.

The Charter School Contract Review Team recommended a five-year renewal of the instrumentality charter school contract with The Alliance School. The Administration reviewed the Performance Summary and the recommendation of the Team and recommends a one-year renewal of the instrumentality charter contract with The Alliance School because the pupils enrolled in The Alliance School have failed to make sufficient progress towards attaining the educational goals under sec. 118.01, Stats., or the academic performance criteria established by the Board.

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

Implementation and Assessment Plan

Upon the Board's approval of this item, negotiations will begin with the Superintendent's designee, in consultation with the Board's designee, the Office of the City Attorney, and school representatives in anticipation of developing a renewed charter contract to be presented to the Board.

Fiscal Impact Statement

This item does not authorize expenditures. The funds for this charter school contract will be included as part of the FY16 Board-adopted budget.

Committee's Recommendation

Your Committee recommends that the Board renew the instrumentality charter school contract with The Alliance High School of Milwaukee, as attached to the minutes of your Committee's meeting, for a period of two years.

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

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(Item 4) Action on a Request to Approve the Contract with Seeds of Health for Grandview High School

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Background

Since 1986, in accordance with state law, Milwaukee Public Schools (MPS) has been offering alternative school options to parents of students considered at risk of not graduating from high school according to state statue s. 118.153. Eligibility for partnership schools serving at-risk students is based on meeting the statutory definition of children at risk of not graduating from high school. Schools that service this population of students shall have at least 30 pupils and no more than 250 pupils.

Grandview High School, located at 615 West Washington Street, Milwaukee, WI, 53204, was established in 1988 to serve students in grades 9 through 12. Grandview's mission is to help young adults become academically, emotionally, and socially prepared for productive participation in the 21st century.

Milwaukee Public Schools continues to have a need for serving at-risk students and providing educational services for students that may not be addressed within a traditional school setting. It is necessary to contract with non-traditional schools and community-based agencies in order to provide a smaller school environment and implement innovative educational practices.

Contracts may be renewed, subject to a performance evaluation, the availability of funds, and the needs of MPS. Based on the success and a review of the overall performance of Seeds of Health for Grandview High School, the Administration recommends renewal of the contract to continue providing services for students in MPS.

Fiscal Impact Statement

This item alone does not authorize expenditures. The FY16 per-pupil rate for partnership seats will be established as part of the Spring proposed budget process. The at-risk seats will be funded at the per-pupil rate, which is 80% of the most recent Comprehensive Annual Financial Report, after deductions for grants and Extension funds. This amount is then adjusted by the two most recent annual state revenue limit's per-pupil amounts. The budget code will be ARC-0-I-AGN-1S-DW-ECTV.

Implementation and Assessment Plan

Upon the Board's approval and execution, the contract, as attached to the minutes of your Committee's meeting, will become effective beginning with the 2015-2016 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contract with Seeds of Health for Grandview High School, as attached to the minutes of your Committee's meeting.

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

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(Item 5) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for Honey Creek Continuous Progress School

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 9.12, Charter Schools

Background

On January 27, 2005, the Milwaukee Board of School Directors approved a five-year charter school contract establishing Honey Creek Continuous Progress School as an instrumentality charter school, beginning with the 2005-2006 school year and ending on the last regularly scheduled school day of the 2009-2010 school year.

On June 24, 2010, the Board granted Honey Creek Continuous Progress School a five-year contract renewal, beginning with the 2010-2011 school year and ending with the last regular scheduled school day of the 2014-2015 school year.

The current contract is for up to a maximum of 400 full-time-equivalent (FTE) pupils in grades K4 through 5. Honey Creek Continuous Progress School is located at 6701 West Eden Place.

In August of 2014, the Office of Contracted School Services initiated the charter school contract review process. On September 25, 2014, representatives from Honey Creek Continuous Progress School submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 3, 2014, the Charter School Contract Review Team convened for a full-day site visit at Honey Creek Continuous Progress School. 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 information provided by the school.

The Charter School Contract Review Team recommended a five-year renewal of the instrumentality charter school contract with Honey Creek Continuous Progress School. 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 recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

Fiscal Impact Statement

This item does not authorize expenditures. The funds for this charter school contract will be included as part of the FY16 Board-adopted budget.

Implementation and Assessment Plan

Upon the Board's approval of this item, negotiations will begin with the Superintendent's designee, in consultation with the Board's designee, the Office of the City Attorney, and school representatives in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the recommendation of the Contract Review Team to renew a five-year instrumentality charter school contract with Honey Creek Continuous Progress School.

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

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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

Eth Code	Name	Position and Salary	Date
		New Hires	
2	Tammy Moffitt	Building Service Helper I $11.13 per hour	12/01/2014
4	Juan Covarrubias	Boiler Attendant Trainee $31,899.66	12/01/2014
5	David Freda	Boiler Attendant Trainee $31,899.66	12/01/2014
2	Octavia Montgomery	Children's Health Assistant $16,662.81	11/26/2014
2	Evelyn Dalton	Children's Health Assistant $16,662.81	12/08/2014
2	Shontell Bounds	Children's Health Assistant $16,662.81	12/08/2014
2	Raelynn Houston	Children's Health Assistant $16,662.81	12/12/2014
2	Chastity Bohannon	Children's Health Assistant $16,662.81	12/15/2014
2	Tiana Loop	Children's Health Assistant — Year-round $16,662.81	12/01/2014
2	Shamika May	Children's Health Assistant — Year-round $16,662.81	12/08/2014
2	Victoria Winston	Food Service Assistant $10.81 per hour	12/09/2014
2	Greta Lindner	Food Service Assistant $10.81 per hour	11/24/2014
2	Sharone Norman	Food Service Assistant $10.81 per hour	11/26/2014

2	Odessa Knight	Food Service Assistant $10.81 per hour	12/01/2014
2	Linda Shaw	Food Service Assistant $10.81 per hour	12/01/2014
2	Tamira Major	Food Service Assistant $10.81 per hour	12/01/2014
2	Tazzaleen Rogers	Food Service Assistant $10.81 per hour	12/01/2014
2	Latisha Spence	Food Service Assistant $10.81 per hour	12/09/2014
2	Janeisha Hunt	Food Service Assistant $10.81 per hour	12/09/2014
5	Emily Hanrahan	Para Ed Assistant $17,823.69	11/24/2014
5	Bethany Wierzbinski	Para Ed Assistant $17,823.69	11/24/2014
5	Ashley Karbowski	Para Ed Assistant $17,823.69	11/20/2014
2	Nayo Young	Para Ed Assistant $17,823.69	11/18/2014
5	Marilyn Wellman	Para Ed Assistant $17,823.69	11/18/2014
3	Elisea Lofy	Para Ed Assistant $17,823.69	11/19/2014
2	Susan McKay	Para Ed Assistant $17,823.69	11/20/2014
2	Dennis Robinson	Para Ed Assistant $17,823.69	11/18/2014
5	Andrew Lynch	Para Ed Assistant $17,823.69	11/18/2014
6	Osceria Hayes	Para Ed Assistant $17,823.69	11/25/2014
2	Trina Woods	Para Ed Assistant $17,823.69	11/24/2014
2	Patricia Jackson	Para Ed Assistant $17,823.69	11/24/2014
5	Michael Leibundgut	Para Ed Assistant $17,823.69	11/24/2014
2	Kanisha Hines	Para Ed Assistant $17,823.69	11/25/2014
2	Shuntell Hamberlin	Para Ed Assistant $17,823.69	12/01/2014
2	Angela Taylor	Para Ed Assistant $17,823.69	11/26/2014
2	Dominique Powell	Para Ed Assistant $17,823.69	12/01/2014
2	Gregory Terry	Para Ed Assistant $17,823.69	12/01/2014
4	Aisah Dennehy	Para Ed Assistant $17,823.69	12/01/2014
4	Marleine Rivera	Para Ed Assistant $17,823.69	12/01/2014
5	Lisa Mahan	Para Ed Assistant $17,823.69	12/02/2014

4	Sonia Rivera	Para Ed Assistant $17,823.69	12/03/2014
2	Atulshaafi Malik	Para Ed Assistant $17,823.69	12/04/2014
2	DeAnna Mitchell	Para Ed Assistant $17,823.69	12/08/2014
3	Syeda Feroze	Para Ed Assistant $17,823.69	12/08/2014
5	Richard Menning	Para Ed Assistant $17,823.69	12/08/2014
4	Ruben Ramirez	Para Ed Assistant $17,823.69	12/09/2014
4	Zaira Zermeno	Para Ed Assistant $17,823.69	12/15/2014
2	Radney Rodgers	Para Ed Assistant $17,823.69	12/18/2014
2	Elliott Isom	Para Ed Assistant $17,823.69	12/11/2014
1	Margaret Hanson	Para Ed Assistant $17,823.69	12/15/2014
3	Khanh Tran	Para Ed Assistant $17,823.69	12/15/2014
6	Mickie Laroque	Para Ed Assistant $17,823.69	12/16/2014
5	Charles Wylie	Para Ed Assistant $17,823.69	12/16/2014
5	Rita Szopinski	Para Ed Assistant $17,823.69	12/19/2014
5	Josh Del Colle	Para Ed Assistant — Year-round $17,823.69	11/25/2014
2	Casssandra Charles	Para Ed Assistant — Hourly $15.88 per hour	12/03/2014
2	Anjanrial Ellis Scales	School Bookkeeper — 10 Month $33,482.00	12/15/2014
5	Jennifer Portillo	School Bookkeeper — 10 Month $29,247.14	12/15/2014
2	Breisha Billips	School Secretary I — 10 Month $22,445.64	12/01/2014
		Promotions	
5	Mark Frankowski	Boiler Attendant Trainee $33,323.68	12/15/2014
5	Joseph Lillegard	Boiler Attendant Trainee $33,323.68	12/15/2014
2	Stephanie Cleveland	Boiler Attendant $35,552.92	12/08/2014
2	Kimberly Evans Green	Para Ed Assistant $17,823.69	11/24/2014
2	John Dixon	School Engineer IV $60,149.70	11/24/2014
		Rehires	
2	Doycelliour Neal	Children’s Health Assistant $16,662.81	12/12/2014

4	Carmen Torres	Para Ed Assistant $17,823.69	11/19/2014
2	Randy Owens	Para Ed Assistant $17,839.69	11/24/2014
4	Hector Santiago	Para Ed Assistant $17,823.69	12/01/2014
5	Sarah Knox	Para Ed Assistant $17,823.69	11/24/2014
2	Shyla Barnett	Para Ed Assistant — Year-round $17,823.69	11/24/2014

Certificated Appointments: Teachers — Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
1,r	Acevedo, David Multicategorical Comp Sen	B	$41,200.00	11/24/2014
5,nr	Allen, Dawn Hearing Impaired	B	$50,200.00	12/3/2014
5,nr	Delval, Lisa Multicategorical Comp Sen	B	$41,200.00	12/8/2014
5,a,r	Denis, Matthew CAT ENG High	C	$44,200.00	11/26/2014
2,a,r	Jones, Tasha Multicategorical Comp Sen	B	$41,200.00	11/24/2014
5,r	Kempfer, Morgan AMP Art	B	$41,200.00	1/5/2015
5,a,r	Koss, Jennifer Gen Elem & K8 — All Grades	B	$48,400.00	12/11/2014
4,r	Leffel, Camila Bilingual Education	B	$41,200.00	12/1/2014
5,nr	Lessard, Michael Health & Phy Ed	C	$56,500.00	12/15/2014
2,r	Love, Lashell Reg (5 YR) Kindergarten	B	$41,700.00	11/21/2014
5,nr	Medved, Michael Special Ed Multicategorical	B	$41,200.00	12/8/2014
1,nr	Resendez, Nancy Foreign Language	B	$41,200.00	11/24/2014
1,nr	Rodriguez, Andre Social Studies	B	$41,700.00	11/24/2014
2,a,r	Young, Jeradine Multicategorical Comp Sen	B	$41,200.00	11/10/2014
5,nr	Rutledge, Corrine Gen Elem & K8 — All Grades	B	$48,400.00	1/5/2015
6,nr	Sabbar, Redouane Library — Various	C	$77,500.00	1/5/2015
5,nr	Schlei, Amy Gen Elem & K8 — All Grades	B	$41,200.00	12/19/2014
5,nr	Sorenson, Maxwell Art	C	$44,700.00	12/15/2014

Certificated Appointments: School Social Worker

2,r	Cummings, Takia School Social Work	2A	$51,347.00	12/15/2014

1,r	Salamanca, Amanda School Social Work	2A	$51,347.00	12/15/2014

Certificated Appointments: Teachers — IB Calendar

5,r	Moriarity, Andrew English	B	$41,200.00	12/19/2014
5,nr	Peterson, Laci CAT Math High	B	$41,200.00	1/5/2015

Certificated Appointments: Teachers — Year-Round Calendar

5,r	Ingvoldstad, David Art	B	$42,200.00	12/2/2014
5,nr	Mathe, Evangeline Special Ed Multicategorical	B	$53,500.00	12/5/2014

Codes

a	Reappointment without tenure
b	Reappointment with tenure
nr	Non-Residents
r	Residents

		Counts
1	Native American	4
2	African American	3
3	Asian/Oriental/Pacific Islander	0
4	Hispanic	1
5	White	14
6	Other	1
7	Two or More Ethnic Codes	0
	Males	8
	Females	15

Leaves of Absence

	Present Assignment	Effective from
Illness Leave Ext., December 2014		
Kennedy, Cynthia	On Leave	November 3, 2014

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	24.6	5	Mark Bajurny	Teacher	Bay View	02/16/15
Personal	16.4	5	David Carmody	Teacher	Westside Acad	01/09/15
Personal	1.1	5	Constance Eller	Teacher	Doerfler	11/18/14
Personal	22.9	5	Debra Ewert	Teacher	Neeskara	11/20/14
Personal	10.4	5	Alexandra Foss	Teacher	Manitoba	12/01/14
Retire	22.3	2	Lynette Jackson	Teacher	North Division	12/15/14
Other Work	0.4	5	Amy Jorn	Teacher	River Trail	12/19/14
Retire	31.2	5	Donna Mille	Teacher	Stuart	11/14/14
Personal	3.7	5	Afton Orth	Supervisor	Central Svcs	01/02/15
Other Work	30.3	5	Robin Rivas	Curr Spec	Central Svcs	01/02/15
Personal	20.8	2	Stephanie Roland	Teacher	Sherman	12/16/14
Personal	1.4	5	Catherine Smith	Teacher	Roosevelt MS	12/05/14
Retire	12.3	5	Linda Stapleton	Teacher	Central Svcs	12/15/14

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	28.1	5	James Bachman	Steamfitter	F&M	11/26/14
Retire	19.2	2	Gregory Blockton	CHA	Franklin	11/24/14
Retire	30.3	5	Richard Bystrek	Carpenter	F&M	12/22/14
Retire	29.1	5	James Chaplock	Plumber	F&M	12/19/14
Retire	15.5	5	William Fender	Boiler Att	MacDowell	12/16/14
Retire	31.3	2	Donald McGahee	Mach Maint	F&M	12/19/14
Retire	25.2	2	Alma Nation	CHA	53rd Street	12/19/14
Retire	29.7	5	Ian Oswald	Mach Maint	F&M	12/19/14
Retire	28.0	4	Julia Watkins	Para	Holmes	12/19/14

Affirmative Action Report

The Affirmative Action report for January 2015 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 individuals to be promoted or appointed, as listed above, for classified personnel transactions and certificated appointments and approve the leaves of absences, as listed above, to be effective upon approval of the Board.

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

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(Item 2) 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

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

5r	Christopher Hauser	Regional Director — School Support Office of the Chief School Administration	Schedule 03, Range 14A $118,522.00
2r	LaWanda Baldwin	Comptroller Office of the Chief Financial Officer	Schedule 03, Range 14A $109,041.00
4nr	Jacqueline Iribarren	Director of Bilingual & Multicultural Education Office of the Chief Academic Officer	 Schedule 03, Range 12A $104,000.00
5r	Mark Norville	Supervisor Maintenance & Repair Office of the Chief Operations Officer	Schedule 03, Range 08A $82,500.00
5nr	Dawn Finnegan	Marketing Specialist Community Engagement	Schedule 03, Range 07A $72,500.00
1r	Marquez Guzman	Budget Analyst Office of the Chief Financial Officer	Schedule 03, Range 07A $59,211.00
5nr	Julie McLaren	Recreation Supervisor Office of the Chief Operations Officer	Schedule 03, Range 04A $54,600.00
2nr	Saveon Grenell	Employment Relations Analyst Office of the Chief Human Capital Officer	Schedule 03 Range 05A $50,166.00

Note: The above recommendations are for positions that have been approved in the FY15 budget.

Recommended Reassignments

Your Committee recommends that the Board approve the reassignments of the following individuals to the classifications indicated, to be effective upon approval by the Board;

5r	Christina Flood	Principal Morgandale Elementary School	Schedule 03, Range 14T $138,671.00*
5r	Kristen Decato	Director, Procurement & Risk Management Office of the Chief Financial Officer	 Schedule 03, Range 13A $101,295.00
4r	Julie Vega Payne	Assistant Principal Forest Home Avenue School	Schedule 03, Range 10C $84,417.00
4r	Mary Saldana	Assistant Principal Morgandale Elementary School	Schedule 03, Range 10C $61,415.00

**Base salary will be adjusted effective July 1, 2015*

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):

5r	Janet Cleary	LTE Mediator — Forward Mediation Office of the Chief Human Capital Officer 12/15/14 to 6/15/15	$50.00/hr.
2r	Imelda Wickliff	LTE Special Assistant to the Chief of Staff Office of the Superintendent 1/12/15 to 6/30/15	$45.00/hr.
5r	Jason Spottek	LTE Music Teacher Office of the Chief School Administration Officer 1/5/15 to 6/14/15	$40.00/hr.
5r	Debra Costelllo	LTE Infinite Campus Support Office of the Chief Operations Officer 1/5/15 to 6/30/15	$31.52/hr.
2r	Cortez VanFelder	LTE Independent Hearing Officer Family & Student Services 12/15/14 to 6/30/15	$30.00/hr.
2r	Katherine Sartin	LTE Leave Administration Assistant Office of the Chief Human Capital Officer 12/29/14 to 2/28/15	$27.98/hr.

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 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

1. Request to Purchase from Follett School Solutions, Inc., Hosting Services for the District's Library-, Textbook-, and Asset-Management Systems

The Administration is requesting authorization to purchase from Follett School Solutions, Inc., hosting services for the District's library-, textbook-, and asset-management systems.

Currently, these applications are located in the District's datacenter and maintained by the District's technology staff. In order to reduce the total cost of ownership, the Administration is seeking to have Follett host and maintain these systems. The users of these systems will lose no functional capability or access.

The total one-time cost for the conversion is $200,659. Starting in year two, the annual license fee and hosting fee will be $199,561. The District will save approximately $102,400 in salaries and benefits and $90,000 in other costs (Oracle license, hardware maintenance, OS maintenance, HVAC, etc.).

The one-time conversion and annual license and hosting fees will be covered by Common School Funds and textbook funds.

Budget Codes:

•	GEN-0-0-INV-DW-ESWR (Software)	Conversion Fee.....$103,960 Annual Licensing and Hosting Fee.....$103,661
•	SLB-0-S-CSF-DW-ESWR (Software)	Conversion Fee.....$96,699 Annual Licensing and Hosting Fee.....$95,900
•	Total Costs:	Total one-time conversion cost .....$200,659 Total annual license and hosting fee $199,561

2. Request to Enter into a Five-year Lease with MailFinance, Inc., for Mail-processing Equipment

The Administration is requesting authorization to enter into a five-year lease for mail-processing equipment. The District's current mail-processing equipment must be replaced due to the requirements of the United States Postal Service (USPS) and the increased volume of certified-mail requests. Lease terms are pursuant to State of Wisconsin's contract #11-98554-112.

The Department of Business Services-Mail and Mail Delivery Services provides a wide range of mailing services for the District. The District currently owns its mail-processing equipment, on which it receives maintenance. The current equipment was installed in 2008. Current monthly cost is $700.96 for equipment and $6,490 for certified-mail postage (1,200 letters per month), for a total monthly cost of $7,190.96.

The Administration is requesting a five-year lease, with a first-year monthly lease cost of $583.81 and $854.48 for years 2-4. Since the District centralized certified-mail processing, the volume has increased over 45%. The new equipment uses Electronic Return Receipt technology, saving the district $1.20 per letter. At 1,200 letters per month, the projected savings in postage is $17,280 annually. The new equipment also eliminates the manual preparation of green return-receipt cards, a labor-intensive and time-consuming task.

Funds were included in the FY15 Business Services' mail and mail-delivery budget. The lease will run from February 1, 2015, to January 31, 2020.

Total equipment lease costs will not exceed $7,007.72 for the first year and $10,253.76 annually for years 2-5. Certified-mail costs, which are paid by the schools or administrative departments, are projected to be $63,480 annually.

The total cost of leasing the equipment will not exceed $48,022.76. Certified-mail costs will not exceed $317,400.

Budget Codes Various School Budget Codes (Certified Mail).....$317,400.00
MAL-0-0-MAL-MM-EGSV (Equipment Lease).....$48,022.76

Monthly Financial 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

School	Donor	Amount	Gift or Purpose
Academics	Bonton Stores, Inc.	$754.00	School-to-Work Transition Program — Student Aid Fund
Alba	Milwaukee Public Schools Foundation	$250.00	Monetary donation
Alcott	Cracker Barrel	$250.00	Kids Meal cards
Alliance	Milwaukee Area Ursine League	$500.00	Monetary donation for school supplies
Alliance	Business Network International	$200.00	Monetary donation
Alliance	Milwaukee Area Ursine League	$100.00	Monetary donation
Brown	Rotary Club of Milwaukee	$5,034.00	To support reader awards, field trips, and Dance Works
Bruce	Tequila Kurth	$20.00	Monetary donation
Bruce	Cassandra Fancher	$10.00	Monetary donation
Bruce	Cynthia Bush	$20.00	Monetary donation
Bruce	Lynn Elrick	$20.00	Monetary donation
Bruce	Don Whitelaw	$10.00	Monetary donation
Bruce	Andrea Bergmann	$20.00	Monetary donation
Building Operations	Nassco, Inc. and San-A-Care, Inc.	$3,654.00	For milk carton recycling program
Burdick	Burdick School Alumni Group	$1,000.00	To support music program
Clement	Lily Leichtnam	$500.00	25 handmade costumes
Craig	PPG Industries Foundation	$1,000.00	To support parental engagement
Elm	Catch a Rising Star	$4,760.53	Monetary donation
Emerson	Adopt-A-Classroom.org	$164.04	Classroom materials
Engleburg	Special Olympics	$500.00	Monetary donation for program support
Engleburg	Wells Fargo	$70.00	Monetary donation
Fernwood	Randall and Mary Farah	$200.00	Monetary donation for student field trip
Garland	Leaddog Marketing, Inc	$1,500.00	Classroom materials and student field trips

School	Donor	Amount	Gift or Purpose
Garland	Ladish Co Foundation	$5,000.00	Pre-engineering program
Garland	Girl Scouts - Southeast	$1,398.07	Food baskets, clothing, field trip fees
Goodrich	Leaddog Marketing, Inc	$500.00	PBIS incentive
Holmes	Rotary Club of Milwaukee	$5,200.00	Nefertair dance, behavioral incentive attendance awards, and yard beautification
King, ML	Briggs and Stratton Corporation Foundation, Inc.	$5,000.00	Monetary donation for student field trip
Kluge	Annie Thomas	$20.00	Monetary donation for PBIS incentives
Kluge	Martin Morand	$35.00	Monetary donation for student field trip
Kluge	Brenda Keating	$25.00	Monetary donation for student field trip
Milwaukee High School of the Arts	Martha Barry	$200.00	Monetary donation for orchestra expenses
Milwaukee High School of the Arts	Growing Power	$361.00	Monetary donation for jazz studies expenses
Milwaukee High School of the Arts	Anonymous	$260.23	Monetary donation for student field trip
Milwaukee High School of the Arts	Mary Tagliavia	$50.23	Monetary donation for student field trip
Milwaukee School of Languages	Andrew Sturycz	$500.00	Monetary donation for volleyball trophies
Milwaukee Sign Language	North Shore Office Services	$23,669.84	PBIS incentives and school office supplies
Morgandale	Tom Kroll	$132.00	Classroom materials
Morgandale	Kathryn Rosio	$11.00	Kleenex
Morse Marshall	Milwaukee Bucks Basketball	$1,200.00	100 tickets to Milwaukee Bucks Games
North Division	Annie P. Robinson	$25.00	Combined Giving Campaign
North Division	Jewish Community Foundation	$100.00	Monetary donation to purchase violin
North Division	Thomas and Linda Phillips	$75.00	Monetary donation to support music program
Pierce	Donorschoose.org	$396.35	Sharing Our Stories Project resources
Recreation	Gary Grosz	$150.00	Team Milwaukee Special Olympics
Recreation	Paul Melenchuk	$25.00	Team Milwaukee Special Olympics
Recreation	Wayne and Kathleen Soykowski	$25.00	Team Milwaukee Special Olympics
Recreation	Vincent Bignt	$50.00	Team Milwaukee Special Olympics
Recreation	Milwaukee Bucks Basketball	$7,600.00	400 tickets to Milwaukee Bucks game
Riley	Masonic Angel Foundation, Inc.	$4,000.00	Winter jackets for 120 students
Riverside	Anonymous	$50.00	Monetary donation for girls' swim class
Riverside	RUHS Foundation	$300.00	Monetary donation for softball equipment

School	Donor	Amount	Gift or Purpose
School Nutrition	US Foods	$1,227.00	Monetary donation for recycling program
Sign Language	Donorschoose.org	$139.95	50 composition notebooks
Story	Greater Milwaukee Medical Services	$100.00	Monetary donation for Thanksgiving food baskets for needy families
Story	The Harley Davidson Foundation	$5,000.00	Monetary donation for school supplies and academic programming
Thurston Woods	Rachel Lawson	$50.00	Monetary donation for Thanksgiving food baskets for needy families
Thurston Woods	Heidi Reimer	$60.00	Monetary donation for Thanksgiving food baskets for needy families
Trowbridge	Bayview Neighborhood Association	$2,000.00	Rain garden project
Washington	Verizon	$20,000.00	Support STEM careers through JAG Program
Washington	Friends of Willie Wade	$250.00	Basketball program
Whittier	Fang Chen	$100.00	Monetary donation for student incentives
January 2015	Total	$105,822.24	

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 Committee reports.

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Contracts Recommendation, Equipment Purchase and Request for Proposal

Background

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

- Construction Contracts inclusive of:

  — Allcon, LLC, for modifications to the fire alarm system at Central Office, Code FAR00MM2AB ECNCHVA5 .....$129,800.00

  — Wil-Surge Electric, Inc., for modifications to the fire alarm system at Vincent High School, Code FAR00MM2VN ECNC5 .....$135,388.00

  — Walsdorf Roofing Company, Inc., for replacement of the roof at Washington High School, Code FAR00MM2WA ECNCROF5 .....$695,900.00

- — Hunzinger Construction Company for renovations of Custer Stadium, Code FAR00MRSCD ECNC $5,012,000.00

- Equipment Purchase:

  - — Conditioned Air Design, Inc., for cooling tower equipment at Vincent High School, Code: FAR00MM2VN ECNCHVA5 ..... $85,000.00

- Request for Proposal:

  - — AE Graphics, to provide document-management services. Code: Various $225,000.00

    If the requested dollar amount is exceeded during the contract period, this will be reported to the Board, and additional expenditure authority will be requested.

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts and purchase of equipment as described above and in the attachments to the minutes of your Committee's meeting.

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

* * * * *

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

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

Background

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

- Baker Tilly Virchow Krause, LLP, for auditing services, SCF-0-0-CTG-DW-EAUS $894,000
- Hubbard, Wilson and Zelenkova, LLC, for contracted lobbying services, ADT-0-0-OBG-OB-ECTS $80,000
- Time Warner Cable, for internet access and connectivity, eRate funds $112,848
- Time Warner Cable, for ISDN PRI telecommunications services, eRate funds $555,240
- Time Warner Cable, for leased metro Ethernet services, eRate funds $4,260,000

Committee's Recommendation

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

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

* * * * *

(Item 6) Report and Possible Action on Vendor Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Background

Your Committee reports having received a report from the Office of Accountability and Efficiency on vendors' compliance with HUB, COIN, and student-engagement requirements assigned to contracts involving professional services and Facilities and Maintenance.

Although this item has been noticed for possible action, no action is required.

Fiscal Impact Statement

No fiscal impact.

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

* * * * *

(Item 7) Action on a Request to Approve the Proposed 2015-16 School Calendars

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Background

Below are the proposed 2015-16 school calendars for traditional schools and for Rufus King International Baccalaureate High School and Ronald Wilson Reagan College Preparatory High School.

In order to allow families to better coordinate students' schedules and to provide more effective school support and professional development, the Administration proposes moving towards more consistent scheduling by eliminating the year-round calendar, effective with the start of the 2015-16 school year.

The Administration conducted meetings with year-round school communities in which the proposal to eliminate the year-round calendar was discussed and feedback was gathered. In order to maximize the opportunity for staff and families to participate, the meetings were held at different times of the day at the schools.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval of the Board, the calendars will be implemented for the 2015-16 school year.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the proposed 2015-16 school calendars as presented below and continue to offer the year-round calendar.

Milwaukee Public Schools
2015-2016 TRADITIONAL SCHOOL CALENDAR

JULY

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

1-31 Summer Extended Learning Opportunities (TBD)

AUGUST

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

3-26 Summer Extended-learning Opportunities (TBD)
27 Organizational day — paid workday
28 Professional development day — paid workday
31 Professional development day — paid workday

SEPTEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

1 Classes begin
7 Labor Day — paid non-workday

OCTOBER

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

9 Parent-Teacher Conference day — paid workday

NOVEMBER

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

23 Record day (K8 Schools)/professional development day (H.S.)
24 & 25 professional development day
26 Thanksgiving recess — paid non-workday
27 Non-paid non-workday

JANUARY

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 Winter recess — non-paid non-workday
4 Classes resume
19 20 21 High-school final exams
18 M.L.King day — non-paid non-workday
22 Record/staff planning day — paid workday (H.S.)/professional development day (K8 schools)

FEBRUARY

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29				

1 Professional development day — paid workday
15 Mid-semester break — non-paid non-workday

MARCH

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

4 Parent-Teacher conference day — paid workday
18 Professional development day — paid workday
25-31 Spring recess — non-paid non-workdays

APRIL

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 Spring recess - non-paid non-workday

MAY

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

30 Memorial Day — paid non-workday

DECEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

21-31 Winter recess — non-paid non-workdays

JUNE

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

9 10 13 High-school final exams
14 Record day — paid workday
15 Emergency make-up/professional development day
16 17 Reserve days
20-30 Summer Extended-learning Opportunities (TBD)

Milwaukee Public Schools
2015-2016 RUFUS KING & REAGAN SCHOOL CALENDAR

JULY

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

1-31 Summer Extended Learning Opportunities (TBD)

JANUARY

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 Winter recess — non-paid non-workday
4 Classes resume
19-21 High-school final exams
18 M.L.King day — non-paid non-workday

AUGUST

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

3 & 4 Summer Extended Learning Opportunities (TBD)
5 Organization day — paid workday
6 Professional development day — paid workday
7 Professional development day — paid workday
10 Classes begin

FEBRUARY

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29				

1 Professional development day — paid workday
15 Mid-semester break — non-paid non-workday

SEPTEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

7 Labor Day — paid non-workday

MARCH

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

4 Parent-Teacher conference day — paid workday
18 Professional development day — paid workday
25 Paid non-work day
28-31 Spring recess — non-paid non-workdays

OCTOBER

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

9 Parent-Teacher Conference day — paid workday

APRIL

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 Spring recess — non-paid non-workday

NOVEMBER

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

23-25 Professional development day — paid workday
26 Thanksgiving recess - paid non-workday
27 Non-paid non-workday

MAY

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

17-19 High -school final exams
20 Record day — paid workday
23 Emergency make-up/professional development day
24 25 Reserve days
26-31 Summer extended opportunities

DECEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

15-17 High-school final exams
18 Record/staff planning day — paid workday
21-31 Winter recess — non-paid non-workdays

JUNE

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

1-30 Summer Extended Learning Opportunities

Some teacher workdays are shaded. Individual schools may have additional non-attendance days which do not appear on this calendar. Also, methods and dates for distributing report cards may vary from school to school.

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

* * * * *

(Item 8) Action on a Request to Exempt Advertising Purchases by the Department of Community Engagement from Administrative Policy 3.09, Purchasing and Bidding Requirements

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Background

The Department of Community Engagement (CE) contracts with different media entities based on the targeted demographic audience that it seeks to reach.

Administrative Policy 3.09, Purchasing and Bidding Requirements, requires media purchases of the size that MPS typically makes to be chosen based on low cost. Community Engagement, however, does not make purchases based solely on cost, but also based upon the targeted demographic audience which it seeks to reach. The Board's bidding and purchasing requirements do not allow CE the flexibility to contract according to this need. For this reason, Community Engagement respectfully requests an exemption from Administrative Policy 3.09 for its media purchases.

Community Engagement does obtain quotes to ensure that MPS receives the best pricing available, thus fulfilling the goals of the Policy's bidding and purchasing requirements. Purchases are also spread reasonably across the market. Copies of all bids are sent to the following ten resource centers for minority- and women-owned businesses for posting and distribution to any interested suppliers:

- African-American Chamber of Commerce
- Business Educational Consortium, Inc.
- The Business Council Inc.
- Disadvantaged Business Development for Milwaukee County
- Hispanic Chamber of Commerce
- Milwaukee Indian Economic Development Agency
- Milwaukee Minority Chamber of Commerce
- Milwaukee Urban League
- Wisconsin Business Resource Center Inc.
- Wisconsin Women's Business Initiative Corporation

The media entities most often used by Community Engagement are listed in the attachment to the minutes of your Committee's meeting, and all media buys would be made in accordance with the District's media plans for the Literacy, Three-Choice, and Start/Stay/Succeed Back-to-School campaigns.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, Community Engagement will continue to obtain quotes to ensure that MPS receives the best pricing available, thus fulfilling the goals of Policy 3.09's bidding and purchasing requirements. Community Engagement will also ensure compliance with Procurement's requirement of a receipt of the competitive bidding when requisitions are entered into IFAS in accordance with 3.09 and MPS audit requirements.

Committee's Recommendation

Your Committee recommends that the Board exempt the Department of Community Engagement from Administrative Policy 3.09, Purchasing and Bidding Requirements, for advertising purchases.

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

* * * * *

(Item 9) Action on a Request to Declare Various District Properties as Surplus

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

Background

Milwaukee Public Schools currently manages approximately 17.7 million square feet of facilities on 170 sites and 1,457 acres of real estate. The building inventory includes 19 high schools, six middle schools, 59 K-8 schools, 46 K-5 schools, two Pre-K centers, five middle/high schools, and two K-12 schools, along with administration-support services, recreation centers, and vacant facilities.

As identified in the district's Long-range Facilities Master Plan (LRFMP), of the 17.7 million square feet of building space, approximately 45.2% of the District's portfolio was built prior to 1940, and the overall average age of MPS facilities, weighted by the size of the building, is 66 years.

Since 2003, the District has sold four school buildings, one support building, and one parcel and has approved the transfer of five buildings to the City of Milwaukee. In addition, MPS has leased 11 sites and reused 10 school sites for new or expanded programming.

The properties currently under surplus declaration and previously transferred to the City include:

- Carleton, 4116 West Silver Spring Drive;
- Centro Del Nino, 500 East Center Street;
- Coggs Center (old Fifth Street School), 2770 North 5th Street;
- Milwaukee School of Entrepreneurship, 6914 West Appleton Avenue; and
- Garfield School, 2215 North 4th Street.

MPS has historically partnered with the City of Milwaukee to provide properties for residential and commercial redevelopment by declaring properties as surplus and communicating that declaration to the City. The City will then issue a request for proposal for the appropriate disposition of the listed properties. The "Declaration of Surplus" by the School Board indicates that the District does not currently plan to reoccupy the buildings.

The additional properties which the Administration recommends for surplus declaration are:

- Frederick Douglass, 3409 North 37th Street
- Wheatley, 2442 North 20th Street
- Wisconsin Avenue, 2708 West Wisconsin Avenue
- 37th Street, 1715 North 37th Street
- a church adjacent to Westside II, 1940 North 36th Street.

Fiscal Impact Statement

No Fiscal Impact.

Implementation and Assessment Plan

Upon approval, the Administration will notify the City of Milwaukee of properties that have been declared surplus by the Milwaukee Board of School Directors and work in collaboration with the City of Milwaukee to issue RFPs for their residential and commercial redevelopment.

Committee's Recommendation

Your Committee recommends that the Board declare the following properties surplus:

- Frederick Douglass, 3409 North 37th Street
- Wheatley, 2442 North 20th Street
- Wisconsin Avenue, 2708 West Wisconsin Avenue
- 37th Street, 1715 North 37th Street
- a church adjacent to Westside II, 1940 North 36th Street.

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

* * * * *

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 and Action on Parameters to Be Used in FY16 and FY17 Biennial Budget Planning and Development

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.01, Annual Operating Budget

Background

A series of white papers developed by district staff and other stakeholders will inform FY16 and FY17 budget and operational decisions. These papers fall into eight "big-idea" categories that align directly to one of the three goals of the District's Strategic Plan. Each white paper will identify activities organized around common goals and measureable objectives.

The Administration requests approval of budget parameters to be used in the planning and development of the FY16 and FY17 biennial budget.

The Board, by state statute, is required to adopt an annual budget.

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact from the adoption of budget parameters.

Implementation and Assessment Plan

The Administration will prepare the proposed FY16 and FY17 biennial budget that reflects the priorities and parameters set by the Board.

Committee's Recommendation

Your Committee recommends that the FY16 proposed budget:

1. be prepared based on current law;
2. include continued exploration of base-building raises for all employees; and
3. maximize the revenue limit.

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

* * * * *

NEW BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Milwaukee Education Partnership, of the Delegate to WASB, and of the Delegate to the Library Board.

* * * * *

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

The President of the Board presented highlights of his activities during the previous month.

* * * * *

The Board adjourned at 7:11 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 2015

Regular meeting of the Board of School Directors called to order by President Bonds at 6:32 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

President Bonds requested a moment of silence to commemorate the passing of Dr. Carol Malloy, a retired MPS teacher who was instrumental in developing the IT program at Washington High School. Dr. Malloy passed away on January 17, 2015

AWARDS AND COMMENDATIONS

(Item A) 31st Annual Dr. Martin Luther King, Jr., Speech Contest

The Dr. Martin Luther King, Jr., Speech Contest aims to strengthen students' skills while encouraging them to learn about and support the dreams of Dr. Martin Luther King, Jr. Those students who participated in this year's contest spoke up to four minutes each on this year's theme, "We have a great deal of positive work to do."

Of those who had placed in the 31st Annual Dr. Martin Luther King, Jr., Speech Contest, 13 were from MPS:

Grade K-2 Winners
- 2nd Place.....Jaeda Turner, Hawley Environmental School
- 3rd Place.....Devin Gordon, Hawthorne School

Grade 3-4 Winners
- 1st Place.....Terryn Erby, Walker, Alcott School
- 3rd Place.....Tiarra Bailey, Maple Tree School

Grade 5-6 Winners
- 1st Place.....Amillia Bell, Golda Meir School
- 2nd Place.....Jayden Washington, Congress School
- 3rd Place.....Jasmine Jones, Milwaukee Academy of Chinese Language

Grade 7-8 Winners
- 2nd Place.....Ya'Nelyah Lucio, Alcott School
- 3rd Place.....Xinju Hippe, Golda Meir School

Grade 9-10 Winners
- 2nd Place.....Demetrius Hagan, Riverside University High School
- 3rd Place.....Gwendolyn Kramer, Milwaukee High School of the Arts

Grade 11-12 Winners
1st Place.....Marissa Robertson, Milwaukee High School of the Arts
3rd Place.....Janan Shabazz, Riverside University High School

Ms Erby, Ms Bell, and Ms Robertson shared their award-winning speeches with the Board.

* * * * *

(Item B) Excellence in Education Award — Elisabeth Foro

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 Elisabeth Foro, Academic Coach at Cass Street Elementary School.

Elisabeth Foro is one of 36 teachers in the country who have been chosen to receive the Engineering is Elementary (EiE) Scholarship from the Raytheon Company. As part of this prestigious award, each teacher received $2,500 toward implementing the innovative EiE curriculum, which was designed by Boston's Museum's National Center for Technological Literacy (NCTL) to help elementary-school educators and students better understand engineering and technology concepts. Research shows EiE helps elementary students become more interested in engineering as a career.

Ms. Foro works as an academic coach at Cass Street Elementary School, one of the 19 GE Foundation Demonstration Schools. Ms. Foro supports teachers as they implement the Common Core State Standards in their classrooms. She also provides professional development for teachers to help them gain a deeper understanding of the math and ELA standards and to help them integrate instruction with the content areas in an effective and engaging way.

Ms. Foro, who has been with the District since she graduated from the University of Wisconsin-Milwaukee (15 years), has since received a master's degree in instructional leadership and a reading license from Marquette University. She went into the field of education because she has always had an interest in the way children learn and in increasing the number of positive experiences and feelings children have about school.

The Milwaukee Board of School Directors recognizes and honors Elisabeth Foro for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

(Item B) Action on the Waiver of Board Rule 1.10(1) and on the Adoption of a Proclamation in Honor of Robert DelGhingaro, Outgoing Chief Accountability and Efficiency Officer

Background

In 2010, the Milwaukee Board of School Directors appointed Robert DelGhingaro as its first Chief Accountability and Efficiency Officer. During his tenure, Mr. DelGhingaro has worked tirelessly on behalf of the Board to promote efficiencies in district operations, efficiencies which have resulted in reduced costs, more accountability, more streamlined operations, and better service to the students and community which MPS serves.

By unanimous consent, the Board waived Board Rule 1.10(1) and adopted the following Proclamation in appreciation of the hard work and dedication that Mr. DelGhingaro, who has resigned his position as Chief Accountability and Efficiency Officer as of March 2, 2015, has given to the Board, to the District, and to the members of the MPS community during his tenure.

Proclamation

Whereas, In 2009, The Milwaukee Board of School Directors established the Office of Accountability (later the Office of Accountability and Efficiency [OAE]) to enhance transparency, oversight, and accountability in the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of the Board's sound fiscal stewardship of Milwaukee Public Schools; and

Whereas, As the District's first Accountability and Efficiency Officer, appointed by the Board in 2010, Robert DelGhingaro was tasked to develop this new, innovative, and independent office; and

Whereas, Robert DelGhingaro, in collaboration with the MPS Administration through a GE Partnership, led an initiative to improve efficient and effective operations and to implement lean solutions in the areas of inventory, contracting, purchasing, grants, facilities, and payables, saving millions of dollars and redirecting precious dollars back to the classroom; and

Whereas, Robert DelGhingaro, in assisting in the implementation of process-improvement strategies, such as Six Sigma, which are essential to the continuous improvement in district operations, has set up a framework for process improvement that is sustainable in the Milwaukee Public Schools; and

Whereas, Under Robert DelGhingaro's direction, OAE has been instrumental in the District's implementation of efficiencies that have resulted in decreased long-term financial obligations and other legacy costs; and

Whereas, Under Robert DelGhingaro's leadership, OAE has worked with the Administration and the Office of Board Governance to establish a Customer Service Bureau, including the development of customer-service standards and professional development opportunities; and

Whereas, Robert DelGhingaro will be ending his tenure with the Milwaukee Public Schools as of March 2, 2015; now, therefore, be it

Resolved, That the Board of School Directors extend its sincere appreciation to Robert DelGhingaro for his dedicated service to the Board, to Milwaukee Public Schools, and to the citizens of Milwaukee; and be it further

Resolved, That this Proclamation 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 Robert DelGhingaro in tribute to his record of dedicated public service to the citizens of Milwaukee, to the students in the Milwaukee Public Schools, and to the Milwaukee Board of School Directors.

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APPROVAL OF MINUTES

The minutes of the Board's regular meeting of January 29, 2015, were approved as printed.

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SPECIAL ACTION

In accordance with notice previously given, Director Miller moved to suspend Board Rule 1.10 to immediately consider and take action on Resolution 1415R-013, and pursuant to Board Rule 1.09, to receive public testimony on this resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9.

Noes—None.

Resolution 1415R-013

By Director Miller

WHEREAS, It is important that parents and citizens of the state have a clear understanding of the state budget and its implications for funding at the school district level; and

WHEREAS, When Governor Walker publicly presented his proposed biennial budget on February 3, he stated, "our budget will increase state support for schools by providing more than $100 million annually for the school levy tax credit and more than $100 million in the second year of the budget for equalization aids — while maintaining revenue limits to ensure continuing property tax relief," no mention was made of the cut of $150 per pupil ($127 million statewide) in special categorical aid in the first year of the proposed budget;

WHEREAS, Such a decrease would result in a "base" cut to the Milwaukee Public Schools of approximately $12.1 million in 2015-2016; and

WHEREAS, While cutting $150 per pupil in the first year — funding that, under current law, would be provided in each year of the 2015-17 biennium — Governor Walker's budget plan provides no increase per pupil in the revenue limit even to minimally cover inflation, a provision commonly included in previous state budgets that recognized the costs associated with maintaining programs for students; and

WHEREAS, When the base cut and the lack of an inflationary increase in the revenue cap are factored together, the overall result is a total reduction conservatively estimated at $23 million in funding for the provision of educational opportunities for children in the Milwaukee Public Schools; and

WHEREAS, Even though the Governor proposes to include about $142 million (about $165 per pupil) in the per-pupil categorical aid in the second year of the biennium, the net result over the biennium is a cut of approximately $135 per pupil ($112 million); and

WHEREAS, Although the Governor also proposes spending $211.2 million in increased school-levy credits ($105.6 million in each year) and $108 million in increased general aid, with no corresponding increase in the revenue limit, this $319 million is "school funding in name only" —none of which schools will be able to spend to meet the educational needs of their students; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors join with other school districts in the State of Wisconsin to strongly encourage the Governor and the State Legislature to revise the Governor's proposed budget to restore school funding in 2015-17 to levels adequate to

fund public education in Wisconsin and to reject any decrease in anticipated revenue in the first year of the biennium, while also providing for inflationary revenue increases in both years; and be it

FURTHER RESOLVED, That this Resolution be spread upon the permanent Record of this Board, and that the Board direct the Board Clerk to prepare and to present engrossed copies of this Resolution, suitably signed and sealed, to the Governor and to the State Legislature.

Upon conclusion of public testimony, Director Spence moved to approve the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9

Noes—None.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Property Located at 5575 N. 76th Street, Milwaukee, Wisconsin

Background

The Administration requests a closed session for the purpose of considering a negotiating strategy for the possible lease or sale of public properties located at 5575 N. 76th Street, Milwaukee, Wisconsin.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Recommendation

The Administration recommends that the Board move to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of discussing strategies regarding the potential sale or lease of district property located at 5575 N. 76th Street, Milwaukee, Wisconsin.

Ordered held for consideration at the end of the agenda.

* * * * *

(Item B) Communication from the Superintendent of Schools: Monthly Report

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late January through mid-February follow.

What a year for the MPS Employees' Combined Giving Campaign! Together, we brought $254,689 to non-profits doing great work! This is a substantial increase over last year's total and the first increase we've seen in four years! We also had an increase in the number of donors who gave online which keeps the campaign running efficiently.

In light of the two inclement weather days that occurred on January 8 and 9, it will be necessary for one student make-up day. For traditional schools and schools on the Rufus King/Reagan calendar, March 20, 2015 will now be a student attendance day. There will be no changes for year-round schools as they were not in session during the two inclement weather days.

Our work continues with the white paper process. When they are completed, we will have a solid plan designed to better support our students in their educational experiences in Milwaukee Public Schools. My staff and I continue to meet on budget preparations and the operational plans. Below are the final dates for the White Paper Listening Sessions and locations which will run from 6:00-7:30 pm:

- Re-envisioning Partnerships: February 25 at Obama School of Career and Technical Education (5075 N. Sherman Boulevard in the auditorium)
- Redefining the MPS Experience: March 2 at Riverside University High School (1615 E. Locust Street in the cafeteria)
- Rethinking High Schools: March 3 at Morse•Marshall for the Gifted and Talented (4141 N. 64th Street in the auditorium)
- Workforce Development: March 4 at Vincent High School (7501 N. Granville Road in the library)
- Closing the GAP: March 10 at Bay View High School (2751 S. Lenox Street in the community room)
- Organizational Processes: March 11 at South Division High School (1515 W. Lapham Boulevard in the cafeteria)
- Community Outreach/Communication: March 16 at MacDowell Montessori School (6415 W. Mt. Vernon Avenue in the library)
- Educating the Whole Child: March 19 at Elm Creative Arts School (900 W. Walnut Street in the cafeteria)

Once again, I travelled to Madison to testify at the Senate Hearing on Assembly Bill 1-School Accountability.

I travelled to Jacksonville, Florida to participate in the Council of the Great City Schools Executive Board of Directors meeting.

I was among several presenters for the ribbon cutting for the new library at HAPA. It is an example of an effective and strong partnership, where community members and business leaders, worked together to raise funds to renovate the library, put more books in the collection, which now features 22,000 titles, add 60 new computers and other technology. The remodeled Resource Center features student artwork, private reading rooms and additional space, which can be used for community meetings.

Members of my staff and I met with Patricia Contreras and individuals from Rockwell to talk about Rockwell's commitment to our STEM program. Rockwell is building a STEM lab at Rogers Street Academy and wants to invest in the STEM programs at additional schools.

I was a guest on Mike Gousha's program On the Issues. Some of the many topics that I discussed with him included that we are seeing growth-but we need more and efforts are underway to further improve outcomes. I also spoke about our commitment schools; our 5-in-1 at Carver; Milwaukee Succeeds; Parent Coordinators; school support teachers; expanding popular programs; college and career readiness; our leadership pipeline; and educator effectiveness.

Members of my staff and I met with Common Council President Michael Murphy to talk about the implementation of Milwaukee Plays. Reconstructing playgrounds is a significant policy interest for the City of Milwaukee. As such, the Common Council is reaching out to private and non-profit partners throughout the city to join in the acceleration of the reconstruction of 12 parks geographically dispersed throughout the city.

Terry Perry of the Mayor's office and I met to discuss my role as co-chair of Milwaukee's Denim Day. The Denim Day campaign is a sexual assault awareness effort, scheduled throughout April. I will be co-chairing this campaign with Mayor Barrett.

I attended the College Board Regional Forum in Chicago along with several staff members. We came back with many ideas and strategies for potential implementation in Milwaukee Public Schools. Some of them build on programs that are already in place in the district.

I spoke to a group of women at the Professional Dimensions monthly meeting. A number of our administrators belong to this group. I spoke on our strategic objectives associated with the white paper process, regional development, the budget challenges and opportunities for volunteerism in the district.

On February 10 and 11, the federal Head Start team conducted a site visit. Agenda topics included: school readiness, patterns that were observed last year, child outcome data from the first collection period for 2015, trends and patterns observed in the assessment data, management systems, and plans for gathering and analyzing family engagement data. They visited Head Start sites at Longfellow, Hayes, Lincoln, Siefert, Hawthorne, Kilbourn, Carson and Sherman.

MPS has received grant awards totaling over $6 million dollars in the fiscal year 2015 thus far. Below are some of the larger grant awards.

- Head Start Continuation Grant funds early childhood education in Head Start classrooms throughout the district
- Safe Routes to School funds bicycle and pedestrian safety
- SPECA (Secondary and Two-Year Postsecondary Agriculture Education Challenge planning grant) funds agriculture program expansion planning for Vincent High School
- Charter School Grants funds implementation of each recipient school's academic program
- DREAM: Professional Development for Arts Educators funds professional development for art and classroom educators in the district
- Project Prevent funds a variety of social-emotional supports

Milwaukee Public Schools' employee wellness program earned a Gold designation from the American Heart Association's Fit-Friendly Worksite Wellness Program. The heart association's Fit-Friendly program recognizes employers who champion the health of their employees and work to create a culture of physical activity and health in the workplace.

MPS has also successfully met the criteria to achieve a WELCOA national Well Workplace Silver designation. By achieving this level of excellence in workplace wellness programming, MPS has demonstrated that it is committed to protecting and enhancing the health and well-being of our most valuable asset-our employees.

This year's MPS Enrollment Fair was held earlier this month at Milwaukee High School of the Arts and was well attended. More than 700 families submitted their fall enrollment applications for Milwaukee Public Schools! This was a huge time commitment for all that participated in the planning, preparation and staffing of the event. Parents have shared with me that all of the staff members were extremely helpful, friendly and professional. Collectively, we did a great job promoting the many educational offerings of our district.

City Review, held at the University of Wisconsin-Milwaukee Panther Arena downtown on January 30, was a huge success. The City Review is one element of many district efforts to strengthen athletic programming. It was also a great venue to showcase talented MPS student athletes who meet criteria in athletics, academics and attitude. The boys' basketball teams from Hamilton, South Division, Riverside, Rufus King, Vincent and Washington high schools competed in this event.

The Brandon Sprewer Classic (Special Olympics Team Basketball) was held on Saturday, February 7, at Vincent High School. Brandon Sprewer was a Special Olympics athlete who lost his life to violence in September 2006. Brandon exemplified the type of athlete everyone should be. He was courageous, demonstrated good sportsmanship and exhibited wonderful leadership skills both on and off the court. The Brandon Sprewer Classic is a tribute to the positive impact that Brandon had on the lives of many. Approximately 70 teams from Milwaukee,

Kenosha, Ozaukee, Racine and Washington counties participated in this annual tournament.

Wisconsin children's author and illustrator Brenda McGrath, Walgreens and MPS invited families to celebrate the love of reading at a free Valentine's Day event, "Fall In Love With Reading" on February 14, at Milwaukee High School of the Arts.

In addition, MPS and Special Olympics Wisconsin joined together to create a division one tournament for Special Olympics basketball teams. Teams came from surrounding states to compete in the inaugural event on Saturday, February 21, at Vincent High School.

The Informed Parent Session on Bullying and Social Media was held on Saturday, February 21, at North Division High School. This workshop informed parents about the latest trends in bullying and social media, the mental and physical effects of bullying on students, how to prevent their child from being bullied or being a bully, the MPS and legal ramifications of bullying and how to get help if their child is being bullied.

Vincent High School had their Secondary Education, Two-Year Postsecondary Education and Agriculture (SPECA) Advisory Board Kickoff this month. Last year, Vincent was awarded $25,000 by the US Department of Agriculture to plan to reinforce and expand its agricultural sciences education offerings. The next step under SPECA is to develop plans to apply for a SPECA $300,000 implementation grant.

Earlier this evening Research and Development held the Research Review, 5-in-1: The Collective Impact Model at Carver. Dr. Rachel Lander and Dr. Cheryl Baldwin from the University of Wisconsin-Milwaukee highlighted the collective impact initiative currently undertaken at the Dr. George Washington Carver Academy of Mathematics and Science (Carver Academy). Discussion included how the evaluators utilized developmental evaluation in order to provide real-time and user-friendly feedback to each of the five partners in order to make necessary changes as the collective impact unfolds.

* * * * *

(Item C) Communication from the Superintendent of Schools: Action on Monthly Facilities Matters, FMS Award of Contract

Background

Recommended for the Board's approval at this meeting is a construction contract with Nicholas & Associates, Inc. for the King Middle Years renovation project at the former Malcolm X building.

This item is coming directly to the full Board to allow this project to continue to move forward and to meet projected timelines for completion. It was intended that this item would have been ready to go forward at the February meeting of the Board's Committee on Accountability, Finance, and Personnel; however, at the time of publication of the Committee's agenda, the bid process had not been completed.

Fiscal Impact Statement

Contract Total..... $9,800,000.00

HUB Information:
Certified HUB Vendor? ..... No
Total Number of Employees 44
Total Number of Minorities 4
Total Number of Women 8
HUB Required 0%
HUB Submitted 40.5%
HUB Dollar Value 3,972,388.00

COIN Required 30%

Budget Codes GEN-0-0-SSF-MX-EMMB (School Special Funds — Building Modifications)
FAR-0-0-MRP-MX-ECNC6 (Construction Fund — Contracts)

Funding for this project crosses two fiscal years: Funds for the project in FY15 have been budgeted for in GEN-0-0-SSF-MX-EMMB (School Special Funds — Building Modifications), and funds to complete the project in FY16 will be funded in FAR-0-0-MRP-MX-ECNC6 (Construction Fund — Contracts). Only costs incurred before June 30, 2015, will draw on the FY15 budget.

Implementation and Assessment Plan

Upon approval by the Board, the contract will be implemented.

Recommendation

The Superintendent of Schools recommends that the Board authorize the contract, which has been provided under separate cover.

Director Miller moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—9

Noes—None.

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COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of Employment Agreements with the Superintendent of Schools and the Board Clerk/Director, Office of Board Governance, and Filling the Upcoming Vacancy in the Position of Chief Accountability and Efficiency Officer

Background

President Bonds has requested that the Board review employment, compensation, and performance-evaluation data relative to the terms of employment agreements with the Superintendent of Schools and the Board Clerk/Director, Office of Board Governance, and Filling the Upcoming Vacancy in the Position of Chief Accountability and Efficiency Officer.

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

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

Recommendation

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

Ordered held for consideration at the end of the agenda.

* * * * *

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

The Board Clerk presented 14 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of January 29, 2015, and February 3, 10, 13, 17, 19, and 24, 2015

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 4 of the Report of the Committee on Parent and Community Engagement, a report and possible action on the Milwaukee Public Schools Branding and Marketing Plan.

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

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Holman—1.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Parental Engagement Activities

Your Committee reports having received the monthly report on parental-engagement activities from the Administration. Although this item has been noticed for possible action, no action is required.

* * * * *

(Item 2) Report and Possible Action on East Region Showcase

Background

The East Region hugs Lake Michigan in the area of the city primarily east of I-43, south of Capital Drive and north of College Avenue. The region is home to 29 schools, which serve about 15,000 students. Parent coordinators are housed in each building to ensure family involvement throughout a student's learning experience.

The region's rich academic programming provides students with opportunities to explore the arts, languages, and sciences, as well as to receive a well-rounded education to prepare them for the real world.

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

* * * * *

(Item 3) Report and Possible Action on an Outdoor Recreational Facilities Master Plan

Background

The Milwaukee Public Schools' Department of Recreation and Community Services maintains and provides recreational programming at 52 outdoor recreation facilities throughout the City of Milwaukee. As identified in the District's Regional Development Plan, a Community Cornerstone Project involving the implementation of a Recreation Facility Master Plan will serve to address the community's current and future recreational needs.

In 2014, the District retained a consultant to conduct a review of its outdoor recreational facilities and to provide a roadmap for improvements spanning a ten-year timeframe. The major components of the analysis include:

- an inventory of each location, encompassing site amenities, site images, identified structural issues, programming/revenue details, maintenance program summary, and improvement options and cost estimates;
- assessments of conditions of all locations;
- site mapping and Geographic System Information (GIS) analysis; and
- capital-improvement estimates (by location and in total).

The Administration will use the Outdoor Recreation Facilities Master Plan as a guide for facilities planning, capital improvements, budgeting, and programming decisions.

Fiscal Impact Statement

Accounting for inflation, the cost to make all recommended improvements over a 10-year period equates to $28 million.

Approval of this plan does not authorize expenditures. Projects, as they are developed and scheduled, will be included in the appropriate district budget.

Implementation and Assessment Plan

The recommendations described in this plan are currently conceptual in nature. With the Board's concurrence, the Administration will work with the community and potential partners to further assess the Plan's recommendations. The actual implementation of individual projects would follow traditional administrative policies and practices related to construction contracting and support services modifications as necessary.

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

* * * * *

(Item 4) Report and Possible Action on the Milwaukee Public Schools Branding and Marketing Plan

Background

The Department of Community Engagement works to promote Milwaukee Public Schools, to provide the community with important information about MPS, and to seek support (human capital and financial) to support the students, programs, and projects of the Milwaukee Public Schools. The office works through a wide variety of media and print platforms, with a focus on creating and reinforcing a positive image of MPS that reflects our achievements and our challenges.

In June of 2013, the District launched the "Start at MPS. Stay at MPS. Succeed at MPS" marketing campaign. While successful, this was a short-term measure to be utilized while the District began the process of developing a comprehensive marketing plan. In May 2014, the Administration issued a Request for Proposals for a branding and marketing plan. A committee of MPS staff, including school representatives and centrally-located staff, selected Creative Marketing Resources, Inc., as the vendor of choice. CMR is a multicultural and urban-market-focused agency celebrating its 20th anniversary this year. It is the recipient of national awards and recognition and has a track record of success with MPS.

Since September 2014, CMR has conducted research and worked with MPS staff to develop a three-year marketing and branding plan. The purpose of the plan is threefold: to have a direct impact on retention and recruitment of MPS students and staff; to develop strategies and tactics to maximize the efficiency and effectiveness of MPS's district-wide marketing and communication efforts; and to provide the Department of Community Engagement with a roadmap for executing, implementing, and monitoring strategies and tactics. The plan calls for yearly reviews of outcomes, with the intent to make adjustments and modifications as needed.

The plan also called for a brand refresh of the MPS logo. The Administration is in the process of gaining feedback on the refreshed brand and developing a timeline for the rollout.

The District recently hired a marketing specialist who will be the primary staff person responsible for guiding the implementation of the plan.

Staff from the Department of Community Engagement and Creative Marketing Resources presented the main components of the brand refresh and marketing plan at the Committee's meeting.

Fiscal Impact Statement

There is no fiscal impact for FY15, as currently allocated funds are being used for creation and implementation of the plan.

Implementation and Assessment Plan

The Department of Community Engagement will follow the implementation recommendations and has developed work teams that engage central and school-based staff in the implementation of the marketing and branding plan. Evaluation measures have been developed for digital and media-relations portions of the plan.

Committee's Recommendation

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

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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, Classified Retirements, and Affirmative Action Report

Action on Classified Personnel Transactions

	Name and Assignment	Position and Salary	Date
		New Hires	
2	Alonzo Arnold	Building Service Helper I $11.13 per hour	01/19/2015
2	Dennis Carroll	Building Service Helper I $11.13 per hour	01/19/2015
2	Ericka Childress	Building Service Helper I $11.13 per hour	01/19/2015
2	Bettie Dear	Building Service Helper I $11.13 per hour	01/19/2015
2	Vernell Garry Cleveland	Building Service Helper I $11.13 per hour	01/19/2015
2	Michael Gladney	Building Service Helper I $11.13 per hour	01/19/2015
2	Patricia Hackett	Building Service Helper I $11.13 per hour	01/19/2015
2	Veronica Jiles	Building Service Helper I $11.13 per hour	01/19/2015
2	Dorothy Jones	Building Service Helper I $11.13 per hour	01/19/2015
2	Cassandra Madison	Building Service Helper I $11.13 per hour	01/19/2015
2	Mary Washington	Building Service Helper I $11.13 per hour	01/19/2015

2	Harry Wilson	Building Service Helper I $11.13 per hour	01/19/2015
2	Enoch Wood	Building Service Helper I $11.13 per hour	01/19/2015
5	Kevin Brandstetter	Boiler Attendant Trainee $31,899.66	01/05/2015
5	Patrick Ludorf	Boiler Attendant Trainee $31,899.66	01/05/2015
5	Daniel Rajchel	Central Kitchen Delivery Driver $19.71 per hour	01/20/2015
4	Olga Azurdia	Children's Health Assistant $16,662.81	01/20/2015
2	Tierie Hood	Children's Health Assistant $16,662.81	01/12/2015
2	Sharon Johnson	Children's Health Assistant $16,662.81	01/05/2015
5	Ann Murkowski	Children's Health Assistant $16,662.81	01/15/2015
2	Latisha Rogers	Children's Health Assistant $16,662.81	01/12/2015
2	Sequoyah Spears	Children's Health Assistant $16,662.81	01/05/2015
2	Lushane Walker	Children's Health Assistant $16,662.81	01/05/2015
2	Betty Williams	Children's Health Assistant $16,662.81	01/13/2015
2	Nishell Wooten	Children's Health Assistant $16,662.81	01/05/2015
2	Victoria Holloway	Food Service Assistant $10.81 per hour	01/12/2015
2	Latasha Oates	Food Service Assistant $10.81 per hour	01/05/2015
2	Diane Tucker	Food Service Assistant $10.81 per hour	01/12/2015
2	Tamekia Brown	Human Capital Assistant $31,811.00	01/05/2015
2	Danielle Scott	Human Capital Assistant $35,490.00	01/05/2015
2	Ronald Jenkins	IT Service Technician $55,917.26	12/22/2014
2	Antoine Jones	IT Service Technician $55,917.26	01/06/2015
3	Chinou Yang	IT Service Technician $46,698.00	01/07/2015
5	Terese Bonan	Nutrition Technician $16,439.81	01/12/2015
2	Charlotte Johnson	Para Ed Assistant $17,823.69	01/20/2015
2	LaToya McCollum	Para Ed Assistant $17,823.69	01/05/2015
5	Miranda Petrick	Para Ed Assistant $17,823.69	01/05/2015
4	Annette Ramirez	Para Ed Assistant $17,823.69	01/05/2015

2	Latasha Willingham	Para Ed Assistant $17,823.69	01/05/2015
4	Mercedes Garcia	Para Ed Assistant — IB $17,823.69	01/12/2015
4	Jessica Velazquez	Para Ed Assistant — IB $17,823.69	01/05/2015
2	Marlene Fuja	Para Ed Assistant — Year-round $17,823.69	01/15/2015
2	Paresa Starnes	Para Ed Assistant - Hourly $15.88 per hour	01/06/2015
2	Chaka Durham	School Safety Assistant $22,206.57	01/08/2015
2	Shantalea Gray	School Safety Assistant $22,206.57	01/08/2015
2	Barbara Lathan	School Safety Assistant $22,206.57	01/08/2015
2	Demetrius Murrell	School Safety Assistant $22,206.57	01/08/2015
2	Ssavenia Parker	School Safety Assistant $22,206.57	01/08/2015
2	Kimberly Peavy	School Safety Assistant $22,206.57	01/08/2015
2	Earnest Willis	School Safety Assistant $22,206.57	01/08/2015
2	Anjanrial Ellis Scales	School Safety Assistant $22,206.57	01/08/2015
4	Yesenia Hernandez	School Secretary I — 10-month $22,445.64	01/12/2015
5	Jeitza Lopez	School Secretary I — 10-month $22,445.64	01/15/2015
2	Faye Thacker	School Secretary I — 12-month $27,063.02	01/05/2015
4	Anita Rivera	Telephone Operator $27,063.02	01/05/2015
		Promotions	
2	Isis Muhammad	Para Ed Assistant $17,823.69	01/20/2015
4	Nereyda Lopez	Payroll Assistant I $30,296.17	12/22/2014
2	Latoya Merchant	School Safety Assistant $22,206.57	01/08/2015
4	Karina Petri	School Secretary I — 12-month $27,063.02	01/05/2015
		Rehires	
2	Lacheryl Cook	Building Service Helper I $11.13 per hour	01/19/2015
2	Portia Howard	Children’s Health Assistant $16,662.81	01/20/2015
2	Bobbie O’Neal	Children’s Health Assistant $16,662.81	01/12/2015
5	Ronna Gonzalez	Para Ed Assistant $17,823.69	01/05/2015

5	Jane Konkel	Para Ed Assistant $17,839.69	01/05/2015
5	Susan Richheimer	Para Ed Assistant $17,823.69	01/05/2015
2	Travis Jones	Para Ed Assistant — IB $17,823.69	01/07/2015
5	Widalys Rivera	School Secretary I — 10-month $30,129.57	01/05/2015

Action on Certificated Appointments: Teachers — Traditional Calendar

Eth Code	Teachers	Division	Salary	Start Date
2,r	Deberry, Dena Gen Elem & K8 — All Grades	C	$56,500.00	1/14/2015
2,r	Garcia, Elizabeth Foreign Language	B	$41,200.00	1/14/2015
5,r	Gipp, Allison Special Ed Multi-categorical	B	$58,900.00	1/7/2015
5,r	Green, Randal Health & Phy Ed	B	$56,500.00	1/21/2015
5,r	Held, Maya Special Ed Multi-categorical	B	$41,200.00	1/5/2015
6,nr	Johnson, Lisza School Support Teacher	B	$41,200.00	1/12/2015
2,a,r	Kadima, Kalombo Special Ed Multi-categorical	B	$41,200.00	1/5/2015
2,r	Kraenzler, Kari AMP Music	B	$55,000.00	1/6/2015
2,r	Larson Rolf, Graydon Central Guidance	B	$41,200.00	1/14/15
5,nr	LeTendre, Elise Gen Elem & K8 — All Grades	B	$41,200.00	1/12/15
5,nr	Lynch, Kellen School Support Teacher	B	$41,200.00	1/12/15
5,nr	Waller, Mariann Special Ed Multi-categorical	B	$45,200.00	1/12/15

Action on Certificated Appointments: Math Leader

5,a,r	Gettelman, Kristine Title I Coordination	D	$81,700.00	1/5/2015

Codes

a	Reappointment without tenure
b	Reappointment with tenure
nr	Non-Resident
r	Resident

Counts

1	Native American	0
2	African American	5
3	Asian/Oriental/Pacific Islander	0
4	Hispanic	0
5	White	7
6	Other	1
7	Two or More Ethnic Codes	0
	Males	3
	Females	10

Action on Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., December 2014		
Kennedy, Cynthia	On Leave	November 3, 2014

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Personal	1.1	5	Todd Beeman	Teacher	Gaenslen	01/19/15
Personal	4.5	5	Christina Calcese	Teacher	HS of the Arts	01/23/15
Personal	7.8	4	Loli Chirafisi	Teacher	Longfellow	01/30/15
Other Work	2.1	5	Troy Cota	Teacher	WCLL	01/09/15
Personal	9.5	2	Jade Cottrell	Teacher	Central Svcs	01/12/15
Retire	30.1	5	Lee Erkander	Teacher	Manitoba	01/30/15
Other Work	10.8	5	Daniel Graves	Teacher	Fratney	01/16/15
Other Work	1.5	4	Jose Gutierrez	Teacher	Hayes	01/20/15
Retire	32.8	5	Kevin Hach	Teacher	Vincent	02/17/15
Retire	18.4	5	Jerome Hardt	AP	Audubon	01/02/15
Other Work	0.4	5	Kimberly Pechous	Teacher	Lloyd Barbee	01/02/15
Personal	1.2	1	Lynn Pozorski	Teacher	Elm	01/07/15
Personal	0.4	5	Katherine Strassman	Teacher	Manitoba	12/19/14
Personal	0.5	5	Alexis Wilson	Teacher	Carver	01/02/15

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	36.8	5	Debra Costello	Analyst	Central Svcs	12/30/14
Retire	31.2	5	Carl Czajka	Supervisor	Repair Division	12/26/14
Retire	30.5	5	Ross Hartung	Engineer	ALBA	12/29/14
Retire	29.3	5	Daniel Rajchel	Painter	Paint Shop	12/30/14

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for February 2015 is attached to the minutes of your Committee's meeting. This is an informational report whichreflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective upon approval of the Board.

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

* * * * * *

(Item 2) 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

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

(3)(r)	Yusaid Moua	Auditor Office of Board Governance	Schedule 03, Range 04A $46,562.00
(5)(r)	Jennifer Carter	Assistant Principal I.D.E.A.L. Elementary School	Schedule 03, Range 10C $85,187.00
(5)(r)	Harold Orkowski	Assistant Principal Hopkins/Lloyd Elementary School	Schedule 03, Range 10C $85,187.00
(2)(r)	Nicole Kirksey-Davis	Assistant Principal Hamilton High School	Schedule 03, Range 12C $82,076.00
(2)(r)	Lisa Turner	Assistant Principal Westside Academy Elementary School	Schedule 03, Range 10C $69,466.00
(5)(r)	Jeffrey Lasky	Assistant Principal South Division	Schedule 03, Range 12C $64,589.00
(2)(r)	Trila Pitchford	Assistant Principal Carson Academy Elementary School	Schedule 03, Range 10C $67,143.00
(5)(r)	Jennifer Roberts	Professional Development Coordinator Office of the Chief Innovation Officer	Schedule 03, Range 11A $99,484.00
(5)(nr)	James Johnson	Senior Budget Analyst Office of the Chief Financial Officer	Schedule 03, Range 08A $76,097.00
(5)(nr)	Katherine Reiter	Budget Planning Assistant Office of the Chief Financial Officer	Schedule 03, Range 02A $41,558.00

Note: The above recommendations are for positions that are approved in the FY15 budget.

Recommended Reassignments

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

(5)(r)	Shannon Gordon	Senior Director, Financial Planning & Budget Services Office of the Chief Financial Officer	Schedule 03, Range 16A $120,000.00
(2)(r)	Jennifer Mims-Howell	Senior Director of Specialized Services Office of the Interim Chief Academic Officer	Schedule 03, Range 16A $114,350.00

Recommended LTE Contracts Exceeding Sixty Days

3. Your Committee recommends that the Board review and approve the following LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b):

(5)(r)	Randi Clark	LTE School Psychologist — Specialized Services Office of the Interim Chief Academic Officer	$50.00 2/1/15 to 6/12/15
(5)(r)	Patricia Cimperman	LTE School Psychologist — Specialized Services Office of the Interim Chief Academic Officer	$50.00 2/1/15 to 6/12/15

(5)(r)	Christina Rill	LTE School Psychologist — Specialized Services Office of the Interim Chief Academic Officer	$50.00 2/1/15 to 6/12/15
(2)(r)	Karen Bradley	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(nr)	Doreen Britton Lange	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(nr)	Catherine LaFond	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(r)	Virginia McFadden	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(r)	Nancy McLure	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(r)	Debra Ortiz	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(nr)	Dawn Rice	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(2)(r)	Bettye Washington	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(5)(r)	Mary Zimmerman	LTE Principals Assessment Office of the Chief School Administration Officer	$40.00 11/15/14 to 6/30/15
(2)(r)	Floyd Campbell, Jr.	LTE Music Teacher Office of the Chief School Administration Officer	$40.00 1/12/15 to 6/14/16
(1)(r)	Helina Salazar	LTE Spanish Teacher Office of the Chief School Administration Officer	$40.00 1/26/15 to 6/15/15
(5)(r)	Sue Lunsford	LTE Project Lead The Way Coach Office of the Interim Chief Academic Officer	$40.00 2/1/15 to 6/30/15
(5)(r)	Barbara Luepke	LTE Implementation Coach Office of the Chief Organizational Development Officer	$40.00 1/15/15 to 6/30/15
(5)(r)	Michelle Lakam	LTE Vision Substitute Teacher Office of the Interim Chief Academic Officer	$39.50 1/5/15 to 6/13/15

(2)(r)	Justine Hutchins	LTE Induction Specialist Office of the Chief Organizational Development Officer	$30.00 1/15/15 to 6/12/15
(4)(r)	Rosa Torres	LTE Induction Specialist Office of the Chief Organizational Development Officer	$30.00 12/9/14 to 2/28/15
(2)(r)	Cheryl Buckhanan	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Anthony Griffin	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Christopher Levy	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Timothy Love, Jr.	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Frankie Mason-McCain	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(6)(r)	Jomar Ortiz	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	James Santiago-Lloyd	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(5)(nr)	Robert Strehlow	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Ouida Williams	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(2)(r)	Louise Young-Benson	LTE Regional Attendance Support Liaison Office of the Chief School Administration Officer	$30.00 12/22/14 to 6/15/15
(5)(nr)	Delphine Gurzynski	LTE Sub Benefits Assistant Office of the Chief Human Capital Officer	$27.98 1/1/15 to 6/30/15

Codes:

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

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

* * * * *

(Item 3) Action on IRS-required Plan Amendments to the Supplemental Early Retirement Plan for Teachers

Background

The purpose of this item is to bring forward amendments to the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers (Teacher Plan). In October of 2014, the District received its most recent determination letter from the Internal Revenue Service (IRS) concerning the qualified status of the Plan under Section 401(a) of the Internal Revenue Code (the "Code"). The IRS's process was lengthy, and the new filing period for the next determination letter is approaching later this year.

In anticipation of the next filing, special tax counsel at Ice Miller LLP has prepared amendments to address required IRS changes to the Plan in advance to facilitate a favorable conclusion of the determination-letter process. The guidance requires amending the Supplemental Early Retirement Plan for Teachers as detailed in the amendments to the plan document, as attached to the minutes of your Committee's meeting.

Fiscal Impact Statement

This item does not authorize any expenditure.

Implementation and Assessment Plan

The Office of Human Capital will proceed with implementation based upon action taken by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed amendments, as detailed in the document attached to the minutes of your Committee's meeting, to the Supplemental Early Retirement Plan for Teachers to ensure that the Plan maintains its status as a defined benefit plan qualified under Code Section 401(a) and 401(d) as a governmental plan, and direct the Administration to incorporate these changes into the existing plan documents, in compliance with the IRS directives.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; 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

Purchases

B 5655 Authorization to add Funds to a Blanket Agreement with CDW Government, LLC, to Provide Various Electronic Supplies

The Administration is requesting authorization to add funds to the existing blanket agreement with CDW Government, LLC, to provide various electronic supplies district-wide to all MPS schools and departments.

Purchases will be made by various MPS schools and departments as needed.

This was a three-year blanket award that is in effect until January 31, 2016. The amount to be added is $350,000.

Budget Code: Will vary by MPS location placing order $350,000

Informational Report on Cumulative Purchases in Excess of $50,000

In compliance with Administrative Policy 3.09(6)(b,) the Administration is reporting cumulative purchases in excess of $50,000 across multiple departments or schools with no individual department or school exceeding the $50,000 threshold.

Lingua Pros (V022602)

Contract C021925	Budget Code: GEN-HI-T1-5SD-ECTS	$ 986.80
Contract: C022107	Budget Code: DTI-0S-T3-5BI-ECTS	$ 49,000.00
	Request to Add 15%	$ 7,350.00
Contract: C022507	Budget Code: GEN-0I-GQ-5CI-ECTS	$ 1,223.00
Contract: C022608	Budget Code: GEN-0I-GQ-5CI-ECTS	$ 1,619.28
Cumulative Contract(s) Total		$ 60,179.08

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

School	Donor	Amount	Gift or Purpose
Academics	Bonton Stores, Inc.	$174.75	School-to-Work Transition Program — Student Aid Fund
Academics	Imagine Nation Books LTD	$319.10	School-to-Work Transition Program — Student Aid Fund
Accelerated Learning	Roots Salon	$1,675.00	Holiday program raffle items
Accelerated Learning	Starbucks	$30.00	Holiday program raffle items
Accelerated Learning	Klements Sausage	$206.00	Holiday program raffle items
Accelerated Learning	1st Stage	$240.00	Holiday program raffle items
Accelerated Learning	Walgreens	$525.00	Volunteer appreciation
Accelerated Learning	McDonalds	$75.00	Volunteer appreciation
Audubon High	DonorsChoose.org	$1,040.18	Classroom materials
Bethune	Harley Davidson Foundation	$5,000.00	Monetary donation
Cooper	Clement Manor	$50.00	Monetary donation
Elm	DonorsChoose.org	$972.00	Classroom materials
Fernwood	Box Tops for Education	$1,001.90	Monetary donation
Fernwood	Norman and Joanne Armour	$100.00	Monetary donation
Fernwood	Jeffrey Sainio	$1,000.00	Monetary donation
Garland	Ladish Co Foundation	$5,000.00	Pre-engineering program
Homes	Rotary Club of Milwaukee	$4,200.00	Urban Ecology Center
King ML	Quad Graphics Inc	$5,000.00	Monetary donation — student field trip
Kluge	Matthew and Marianne Robbins	$100.00	Monetary donation — student field trip
Kluge	Linda Worthington	$25.00	Monetary donation — student field trip
Milwaukee High School of the Arts	Emily Schmeling	$150.00	Monetary donation

School	Donor	Amount	Gift or Purpose
Milwaukee High School of the Arts	Annie Woodward	$200.00	Monetary donation
Milwaukee High School of the Arts	Tina Flores	$75.00	Monetary donation
North	Eli Davis	$125.00	Monetary donation — ambassadors
North	North Division High School Alumni Association	$15.00	Monetary donation — newspaper
North	Marchelle Odom	$495.00	Monetary donation — newspaper/yearbook
North	Linda and Nathan Conyers	$50.00	Monetary donation — newspaper/yearbook
North	Bobbie Lathan	$50.00	Monetary donation — newspaper/yearbook
North	James Smith	$50.00	Monetary donation — newspaper/yearbook
North	Helaine Glass	$50.00	Monetary donation — newspaper/yearbook
North	Karen Loreck	$500.00	Violin and Case
North	Anthony Erba	$400.00	Violin and Case
North	Michele and Ben Merens	$700.00	Violin and Shoulder Rest
North	Korinthian Violins LLC	$925.00	Violins and Rosin
Obama SCTE	Hellermantyton	$2,500.00	Monetary donation
Recreation	National Association of Letter Carriers Aux 144	$50.00	Monetary donation — Team Milwaukee Special Olympics
Riverside	Milwaukee School of Engineering	$1,000.00	Monetary donation — robotics
Sign Language	DonorsChoose.org	$612.39	Classroom materials
South	Kiwanis Club of Milwaukee, Inc.	$250.00	Monetary Donation — Multicultural Dance Club
South	WI FCCLA	$113.06	Outreach Program — grant award
Trowbridge	Grand River Associates	$100.00	4th-grade Madison trip
Vieau	Herb Kohl Education Foundation	$1,000.00	Monetary donation — classroom supplies
Total for February 2014		$36,144.38	

Committee's Recommendation

Your Committee recommends that the Board authorize the purchases and 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 5) Action on Monthly Facilities Matters: FMS Award of Contracts Recommendation and Request for Proposal

Background

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

1. Construction Contract:

   - Wil-Surge Electric, Inc.: Power factor correction system at Morse•Marshall, Code: FAR00MM2MS ECNCELC5 .....$71,102.00
   - Butters-Fetting Co., Inc.: Rooftop air-conditioning unit replacement at Central Services, Codes: FAR00MMSAB ECNCHVA4 and FAR00MM2AB ECNC $128,000.00

2. Request for Proposal:

   - Foundation Architects, LLC: Architectural design services at Fernwood Montessori School for building addition, Code: FAR00MRPFW-ECNC5 .....$249,000.00

Implementation and Assessment Plan

Upon approval by the Board, the contracts will be implemented.

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts 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 the Award of Professional Services Contracts

Background

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

- Educate Online Learning, LLC, for tutoring services, GOE-0S-1S5-DW-ECTS.....$400,000
- Walk On Water Consulting, Inc., for PeopleSoft support services, OGA-0-0-HRO-HR-ECTS $120,000

Implementation and Assessment Plan

Upon approval by the Board, the contracts will be increased as indicated in the attachment to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the increases to 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 Resolution 1415R-006 By Director Sain Regarding a New Middle-school Program at the Burroughs Facility and on a Request to Create Position Authority to Evaluate the Viability of Developing the Proposed School

Background

In May 2014, the Board referred Resolution 1415R-006 by Director Sain to the Committee on Student Achievement and School Innovation:

Resolution 1415R-006

WHEREAS, Adolescents have unique instructional, social, and emotional needs that vary from the traditional models present in elementary and secondary settings; and

WHEREAS, There is a need for high-quality, innovative middle-school programs on the north side of Milwaukee; and

WHEREAS, Milwaukee Sign Language School (MSLS), located at 7900 West Acacia Street, is a school which serves children in grades K4 through eight; and

WHEREAS, MSLS continues to seek out appropriate middle-school offerings for its students through convenient feeder patterns with schools in the neighboring community; and

WHEREAS, The MPS Burroughs facility, located at 6700 North 80th Street, is situated adjacent to MSLS; and

WHEREAS, A portion of the first and second floors of the former Burroughs middle-school building are currently occupied by a small charter school, Community High School; and

WHEREAS, The unoccupied space at the Burroughs facility would serve as an excellent site for a new middle-school program in that area and as a feeder school for MSLS; and

WHEREAS, MSLS's current facility has become inadequate for the number of students which it serves; and

WHEREAS, MSLS is in very close proximity to, and already shares some facilities with, Community High School; and

WHEREAS, The creation of an innovative middle school at the Burroughs facility that would also house a program for deaf and hard of hearing students would position MSLS to relocate its sixth, seventh, and eighth grades to Burroughs, which would not only relieve the overcrowding at the school's facility on West Acacia Street, but would also allow for MSLS's expansion in both facilities; now, therefore, be it

RESOLVED, That a new middle-school program be established at the MPS Burroughs facility located at 6700 N. 80th Street, to commence with the 2015-16 school year; and be it

FURTHER RESOLVED, That this new middle school shall include a deaf-and-hard-of-hearing (DHH) program for the sixth, seventh, and eighth grades; and be it

FURTHER RESOLVED, That the Administration, in concert with a designee from the Office of Board Governance, shall work with the community to determine the high-quality, innovative program or programs that, in addition to the (DHH) program, will best meet the needs of the prospective students of the new middle school; and be it

FURTHER RESOLVED, That the Administration will submit the plans for a new middle school to be located at 6700 N. 80th Street to the Board no later than the October 2014 Board cycle, for inclusion in the Three-Choice selection process in time for the opening of the new middle school at the beginning of the 2015-16 school year.

At its meeting on January 29, 2015, the Board discharged the Committee on Student Achievement and School Innovation from further consideration of the resolution, which it then referred to the Committee on Accountability, Finance, and Personnel.

The resolution requests that a new middle-school program be established at the MPS Burroughs facility located at 6700 N. 80th Street. In anticipation of this resolution, in September 2014 the Administration called for a workgroup to be established to oversee the development of plans that would result in the establishment of such a school as described in the resolution.

The Administration, the Office of Board Governance, and the Office of Accountability and Efficiency assembled and identified the following priorities for the proposed middle school:

1. creation and expansion of high-performing programs;
2. opportunities for growth and market share;
3. a high-school preparation focus that will lead to college- and career-readiness.

The workgroup determined that a dedicated position is required to evaluate the viability of moving forward with implementing the identified priorities for the proposed middle school at the Burroughs facility.

To adequately plan for and ensure the proposed school's success, it is recommended that it be established to begin with the 2016-17 school year.

Fiscal Impact Statement

Funding to support the proposed position that will lead the development of a new middle-school program at the Burroughs facility is in budget code GEN 00 BDC DW ECTS.

Implementation and Assessment Plan

Upon approval of the recommendation, the Administration will identify an administrator to evaluate the viability of developing a new middle-school program at the Burroughs facility.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution as amended below and approve position authority to evaluate the viability of developing a new middle-school program at the Burroughs facility.

RESOLVED, That a position be created to evaluate the viability of developing a new middle-school program ~~to be established~~ at the MPS Burroughs facility located at 6700 N. 80th Street, to potentially commence with the ~~2015-16~~ 2016-17 school year; and be it

FURTHER RESOLVED, That this proposed new middle school shall include a deaf-and-hard-of-hearing (DHH) program for the sixth, seventh, and eighth grades; and be it

FURTHER RESOLVED, That the Administration, in concert with a designee from the Office of Board Governance, shall work with the community to determine the high-quality, innovative program or programs that, in addition to the (DHH) program, will best meet the needs of the prospective students of the proposed new middle school; and be it

FURTHER RESOLVED, That the Administration will submit the plans for a proposed new middle school to be located at 6700 N. 80th Street to the Board no later than the ~~October 2014~~ May 2015 Board cycle, for potential inclusion in the Three-Choice selection process in time for the opening of the proposed new middle school at the beginning of the ~~2015-16~~ 2016-17 school year.

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

* * * * *

(Item 8) Action on a Request to Enter into a Lease Agreement with Fond Du Lac Center, LLC, for the College Access Center, North Campus

Background

Milwaukee Public Schools has collaborated with Great Lakes Higher Education Guaranty Corporation and Foundation and other community and business partners on two community-based College Access Centers (CACs) to leverage and coordinate resources within Milwaukee more strategically. The CACs provide free, comprehensive college preparation, access to information, and assistance to aspiring students and their families within the Greater Milwaukee area. While the CACs target MPS students who are low-income and first-generation college attendees, they are also open and accessible to the entire community.

The CACs:

- encourage high-school completion and college readiness;
- promote early awareness of higher-education opportunities;
- increase parental awareness and involvement in the college-selection-and-application process;
- serve as out-of-school resource centers with operational hours conducive to working with parents and young adults;
- coordinate and complement services with school counseling personnel to leverage existing resources within and outside of MPS; and
- increase the college aspirations, readiness, attendance, and persistence of Milwaukee Public School students.

The Administration is seeking the Board's approval of a lease agreement with Fond Du Lac Center, LLC, for the College Access Center, North Campus. The lease will begin March 1, 2015, and terminate July 31, 2016.

Fiscal Impact Statement

This item authorizes expenditures. Lease payments will be funded from account BLD-0-A-CO5-CI-ECTS.

Implementation and Assessment Plan

Upon the Board's approval, the lease term will commence.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement, as attached to the minutes of your Committee's meeting, with Fond Du Lac Center, LLC, for the College Access Center, North Campus.

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

* * * * *

(Item 9) Action on a Request to Approve the Proposed 2015-16 Year-Round School Calendar

Background

Below is the proposed 2015-16 year-round school calendar. By action taken last month, the Board has already approved the 2015-16 calendars for traditional schools and for Rufus King International Baccalaureate High School and Ronald Wilson Reagan College Preparatory High School.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval of the Board, the calendar will be implemented for the 2015-16 school year.

Committee's Recommendation

Your Committee recommends that the Board approve and adopt the proposed year-round calendar for the 2015-16 school year as presented below:

Milwaukee Public Schools
2015-2016 YEAR-ROUND CALENDAR

JULY

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

1-28 Summer Extended-learning Opportunities (TBD)
29 Organizational Day — paid workday

JANUARY

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1-8 Winter recess
11 Classes resume
19 20 21 High-school final exams
18 M.L.King day — non-paid non-workday

AUGUST

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

3 Classes begin

FEBRUARY

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29				

1 Professional development day — paid workday
15 Mid-semester break — non-paid non-workday

SEPTEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

7 Labor Day — paid non-workday

MARCH

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

4 Parent-Teacher conference day — paid workday
18 Professional development day — paid workday
25-31 Spring intercessios

OCTOBER

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

2 Parent-Teacher Conference day — paid workday
12-23 Fall intercession

APRIL

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1-6 Spring intercession

NOVEMBER

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

23 Record day (K8 Schools)/professional development day (H.S.)
24 & 25 professional development day
26 Thanksgiving recess — paid non-workday
27 Non-paid non-workday

MAY

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

30 Memorial Day — paid non-workday

DECEMBER

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	F16	F17	F18
21	22	23	24	25
28	29	30	31	

16-18 High-school final exams
21 Record day (HS)/professional development day (K8)
22-31 Winter intercession

JUNE

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

9 10 13 High-school final exams
14 Record day — paid workday
15 Emergency make-up/professional development day
16 & 17 Reserve days
20-30 Summer Extended-learning Opportunities (TBD)

Shaded days have no student attendance. Some teacher workdays are shaded. Individual schools may have additional non-attendance days which do not appear on this calendar. Also, methods and dates for distributing report cards may vary from school to school.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Sain 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 the Proposed 2015-16 Legislative Policy Agenda

Background

As state budget development and the legislative session evolve, MPS will be committed to addressing in an appropriate manner any initiatives that may affect the welfare of MPS students and the district as a whole.

There is a clear need to pursue a legislative agenda that protects and empowers students and that seeks to have the citizens of Milwaukee treated fairly.

There is no question that the system designed by the state to fund the Milwaukee Parental Choice Program unfairly discriminates against MPS students and Milwaukee taxpayers and that it must be reworked to fairly come into line with how all other districts and taxpayers are treated in the rest of the state.

It is also clear that the state must address the gap at the school district level between allowable revenues and expenditures and that the solution protect both students and taxpayers.

In addition, this agenda takes a research-based and practical approach that focuses on improving teacher quality, enhancing special and bi-lingual education, improving student physical and mental health, improving safety and district stability, expanding before- and after-school programs, increasing access to early childhood education, and other initiatives that will benefit students, the district, and, ultimately, local and state economies.

Fiscal Impact Statement

There is no fiscal impact related to this item.

Implementation and Assessment Plan

The Office of Intergovernmental Relations will move to forward and achieve the goals included in the legislative agenda.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed 2015-16 MPS Legislative Agenda as presented 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 2) Action on a Request to Revise Administrative Policy 6.15, Criminal Background Screening

Background

On December 18, 2014, the Milwaukee Board of School Directors directed the Administration to develop revisions to Administrative Policy 6.15, Criminal Background Screening. The Administration has revised Administrative Policy 6.15, Criminal Background Screening, to reflect recent changes in the internal criminal-background-check process. The attachment to this item details the proposed revisions to Administrative Policy 6.15, Criminal Background Screening.

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 6.15, Criminal Background Screening, as attached to the minutes of your Committee's meeting.

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

* * * * *

NEW BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Milwaukee Education Partnership, of the Board's delegate to CESA #1, and of the Board's delegate to the Head Start Policy Council.

* * * * *

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

During the months of January and February 2015, the President of the Milwaukee Board of School Directors engaged in the following activities on behalf of the Board:

(1) met with Superintendent Driver on numerous MPS issues;

(2) met with Governor Walker in Milwaukee on a variety of issues having an impact on MPS;

(3) met with numerous state senators in Madison on various educational issues;

(4) discussed issues having an impact on MPS with several aldermen;

(5) met with Ellen Gilligan of Milwaukee Succeeds on issues having an impact on MPS;

(6) met with Tim Scheehy, President of the Metropolitan Milwaukee Association of Commerce (MMAC), on issues having an impact on MPS;

(7) met with the Board Clerk/Director, Office of Board Governance, on numerous issues having an impact on MPS;

(8) attended a meeting of the Milwaukee Education Partnership (MEP);

(9) met with numerous members of the Milwaukee Board of School Directors on issues having an impact on MPS;

(10) met with community-based organizations to discuss issues having an impact on MPS;

(11) met with Dr. Howard fuller on education issues;

(12) attended an education summit at Northwestern Mutual Insurance;

(13) held weekly legislative meetings on Fridays with the Administration, Office of Accountability and Efficiency, Office of Board Governance, and others;

(14) wrote several op ed pieces opposing the proposed state budget as it relates to education; and

(15) spoke on WNOV radio several times against the state budget as it relates to education.

* * * * *

The Board next took up the two communications set aside earlier in the meeting:

COMMUNICATION FROM THE SUPERINTENDENT

(Item A) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Property Located at 5575 N. 76th Street, Milwaukee, Wisconsin

COMMUNICATION FROM THE BOARD CLERK

(Item A) Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of Employment Agreements with the Superintendent of Schools and the Board Clerk/Director, Office of Board Governance, and Filling the Upcoming Vacancy in the Position of Chief Accountability and Efficiency Officer

In accordance with notice previously given, Director Zautke moved that the Board retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(e), to discuss strategies regarding the potential sale or lease of the property located at 5575 North 76th Street, Milwaukee, Wisconsin; and, pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider and possibly to take action on employment, compensation, and performance-evaluation data relative to the terms of employment agreements with the Superintendent of Schools and the Board Clerk/Director, Office of Board Governance, and the upcoming vacancy in the position of the Chief Accountability and Efficiency Officer.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Holman—1.

The Board retired to executive session at 7:59 PM.

The Board reconvened in open session at 9:58 PM.

Director Miller moved that the Board authorize the President of the Board to execute the extension of the employment agreement with Jacqueline Mann as Board Clerk/Director, Office of Board Governance.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Holman—1.

Director Miller moved that the Board authorize the President of the Board to execute the extension of the employment agreement with Dr. Darienne Driver as Superintendent of Schools.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Joseph, Miller, Sain, Spence, Woodward, Zautke and President Bonds—8.

Noes—None.

Temporarily absent—Director Holman—1.

The Board adjourned at 10:01 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 24, 2015

Special meeting of the Board of School Directors called to order by President Bonds at 6:03 PM.

Present—Directors Holman, Joseph, Miller, Spence (6:30 PM), Woodward, Zautke, and President Bonds—7.

Absent and excused—Directors Falk and Sain—2.

The Board Clerk read the following call of the meeting:

March 24, 2015
R E V I S E D
(pursuant to Wisconsin Statutes, Section 19.84(3), which provides for such emergency publication no less than two hours in advance of the meeting.)

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Bonds, a special meeting of the Board of School Directors will be held at 6:00 p.m. on Tuesday, March 24, 2015, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on 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 a Request for Authorization to Enter into Contracts under the Federal E-Rate Program

   The Board will accept public testimony on the above item.

3. Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Properties Located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin

4. Consideration of and Possible Action on Strategies Related to the Currently Vacant Position of Chief Accountability and Efficiency Officer

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 to continue with the remainder of the agenda.

In regard to Item 3, 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.

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

(Item 1) Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

Background

As more than 30 days will have passed between the regular February and the regular March meetings of the Milwaukee Board of School Directors, the five reports of the Independent Hearing Officers of the Board of School Directors for the following dates and times have been forwarded to the Board for its consideration and determination:

- February 25, 2015, at 9:30 a.m., 11:30, and 2:00 p.m., and 3:30 p.m.
- February 26, 2015 at 11:30 a.m.

These reports will be included in the expulsions summaries for March 2015, to be presented at the Board's regular March meeting.

Recommendation

That the Board accept the reports of the Independent Hearing Officers of the Board of School Directors, as attached, for the following dates and times:

- February 25, 2015, at 9:30 a.m., 11:30, and 2:00 p.m., and 3:30 p.m.
- February 26, 2015 at 11:30 a.m.

Director Holman moved to approve the reports of the Independent Hearing Officers.

The motion prevailed, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Woodward, Zautke and President Bonds—6.

Noes—None.

* * * * *

(Item 2) Action on a Request for Authorization to Enter into Contracts under the Federal E-Rate Program

Background

The E-Rate program is a program administered by the Federal Communications Commission (FCC) to provide discounts on eligible services to eligible schools and libraries. Discounts are available through an application process for telecommunications services, Internet access services, and internal connections. The District has participated in this program from its inception in 1998.

This year, the FCC has adopted program changes intended to reorient the program to ensure that schools and libraries have sufficient funds for access to high-speed broadband connections to support digital learning. In doing so, support for voice services is being phased out, while support for broadband services to and within schools has been increased by $ 1.5 billion. This additional funding increases the cap on the E-Rate funding from $2.4 billion to $3.9 billion.

This year's changes to the program mean that more schools and libraries will receive funding for what is known as "Category 2" funding — those services that are funded only after telecommunications and Internet-access services are funded. In the past, those schools and libraries that were not at the highest level of need were left unfunded due to lack of sufficient program funds. Last year, for example, no Category 2 funds were available for any applicants due to the increasing need for broadband services. These Category 2 funds provide discounts on items such as WI-FI equipment, including wireless access points, and associated equipment.

The Board will accept public testimony on this item.

Fiscal Impact Statement

This item authorizes the expenditure of $7,000,000.00, contingent upon a commitment for funding for the anticipated E-Rate share from the Universal Service Administrative Company (USAC), an independent, not-for-profit corporation designated by the FCC as the administrator of universal service. This authorization will be proportionately reduced based upon any reduction in anticipated funding from the E-Rate program.

The expenditures will be budgeted to account number GN6-0-0-TLN-DW-ENCQ, E-Rate Contracts. The contract term for both of these contracts is one year, although, as noted above, it may be necessary to extend the contract for any short period necessary to allow work to be completed following any delay in funding commitments.

Implementation and Assessment Plan

Upon the Board's approval, the District will sign contracts with the selected vendors prior to filing the E-Rate applications. Appropriate language has been included in the contracts to render them unenforceable if the District's E-Rate applications are not approved by USAC or if district funds are unavailable.

Given the significant changes to the E-Rate program this year and the possibility of delayed funding commitments from the SLD beyond the start of the contract term, it may become necessary to extend the contract to cover the period in which work can be completed and funding can be received under the E-Rate rules.

Recommendation

The Administration recommends that the Board authorize the Administration to enter into contracts with the following specified vendors for $7,000,000.00, contingent upon a commitment for funding from USAC and with authorization to extend the contract beyond June 30, 2016, for any period necessary to allow work to be completed following any delay in funding commitments.

RFP	Vendor Name	Description	Contract Term	Total	Anticipated E-rate Share	Anticipated MPS Share
882	NETech Corporation	Wireless Access Points (WAPs), Controllers, Switches, Transceivers, Cable, Software License and Power Supplies	July 1, 2015-June 30, 2016	$6,300,000.00	$5,355,000	$945,000
883	Pieper Electric, Inc.	Installation of Wireless Access Points (WAPs), Switches and Transceivers	July 1, 2015-June 30, 2016	$700,000.00	$595,000	$105,000

Opportunity for public hearing having been given, Director Miller moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Woodward, Zautke and President Bonds—6.

Noes—None.

* * * * *

(Item 3) Action on a Request for a Closed Session to Discuss Strategies Regarding the Potential Sale or Lease of the Properties Located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin

Background

The Administration requests a closed session for the purpose of considering a negotiating strategy for the possible lease or sale of public properties located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Fiscal Impact Statement

This item does not authorize expenditures.

Recommendation

The Administration recommends that the Board retired to closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e), for the purpose of discussing strategies regarding the potential sale or lease of district properties located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin.

Considered with Item 4 below.

* * * * *

(Item 4) Consideration of and Possible Action on Strategies Related to the Currently Vacant Position of Chief Accountability and Efficiency Officer

Background

The Board will meet to consider strategies related to the currently vacant position of Chief Accountability and Efficiency Officer (CAEO.

The Board may retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and

- Wisconsin Statutes, Section 19.85(1)(e), which allows a governmental body to retire to 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 discussed in executive session and/or to continue with the remainder of its agenda.

Recommendation

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

Director Holman moved that the Board retire to executive session, one, in regard to Item Three, pursuant to Wisconsin statutes, Section 19.85(1)(e), to deliberate or negotiate the potential sale or lease of district property located at 4931 North 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin; and two, in regard to Item Four, pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The motion prevailed, the vote being as follows:

Ayes—Directors Holman, Joseph, Miller, Woodward, Zautke and President Bonds—6.

Noes—None.

The Board retired to executive session at 6:16 PM.

The Board adjourned from executive session at 7:07 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 26, 2015

Regular meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present— Directors Falk, Holman, Joseph, Miller, Spence, Zautke, and President Bonds—7.

Absent and excused—Directors Sain and Woodward—2.

President Bonds requested a moment of silence to commemorate the passing of three Milwaukee Public Schools students:

- Kale Brown, a 14- year-old student at Victory School who died in an accident on March 13, 2015;
- Keyshawn Broom, a 13-year-old student at Bay View High School who died from natural causes on March 15, 2015; and
- Jamar Canady, a 16-year-old Banner Prep student who died in an automobile accident on March 25, 2015.

AWARDS AND COMMENDATIONS

(Item A) Excellence in Education Award — Don Schriefer

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:

Don Schriefer
Assistant City Attorney

Don Schriefer has served as an Assistant City Attorney in the Milwaukee City Attorney's Office for 17 years, specializing in labor and employment law. Through this position, he has appreciated the opportunity to work closely with some highly qualified human resource professionals, especially those from Milwaukee Public Schools. The most rewarding thing for him has been the long-term relationships which he has developed with top-notch professionals across many MPS departments and offices, including Operations, Human Capital, Board Governance, and the Office of the Superintendent.

He has had ample opportunity to see MPS Board members in action in lots of different contexts, and of one thing he has no doubts: "They tend, one and all, to work extremely hard in an extremely important and demanding role, and I have never doubted, and have seen proof on too many occasions to count, that every one of them sincerely has the best interests of MPS students at heart. It's been an impressive thing to see."

Working with MPS has allowed Attorney Schriefer to function at the cutting edge of things in his area of specialization. As a huge employer (only the State has a larger number of employees), MPS presents a very wide array of legal challenges, many of which have been quite interesting to Attorney Schriefer.

Don grew up in a small farming community in eastern central Illinois. His high-school graduating class had 24 students in it. He has been very impressed with MPS schools, both of his daughters having received a superior education at King High School. He noted that their college course work seemed easier than their International Baccalaureate programs at King.

The Milwaukee Board of School Directors recognize and honor Don Schriefer for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

(Item B) Action on the Waiver of Board Rule 1.10(1) and on the Adoption of a Proclamation in Honor of the Late Hildegard Solzbacher

Background

Director Holman has submitted the following Proclamation in honor of the late Hildegard Solzbacher, a nationally and internationally recognized advocate for Montessori education:

Proclamation
In Honor of
Hildegard Solzbacher

WHEREAS, Hildegard Solzbacher, for most of her adult life, made it her mission to inform the public about authentic Montessori education and to uphold and champion its essential principles; and

WHEREAS, As a direct result of the vigorous outreach of Hildegard Solzbacher, who had been an administrator and teacher at Milwaukee's first private Montessori school for 13 years, MPS opened four different primary classrooms at two different schools as part of its early childhood initiative in 1973; and

WHEREAS, In 1976, as part of the creation of magnet schools resulting from a judicial desegregation order, MPS merged its individual Montessori classes into MacDowell Montessori School, the popularity of which led to the opening of Greenfield Montessori School in 1983 and, ultimately, the provision of Montessori education to thousands of children in the Milwaukee Public Schools, ranging in age from three years through 18 years; and

WHEREAS, Hildegard Solzbacher, the Association Montessori International/USA's Director of Training of the 3-6 Course in Washington, D.C., and Milwaukee, was involved in the creation of new AMI courses in the USA, Germany, Sweden, Finland, Australia, and India; and

WHEREAS, In October 2007, in recognition of her outstanding commitment and contributions to Montessori education, Hildegard Solzbacher was made an Honorary Member of the Association Montessori Internationale; and

WHEREAS, Hildegard Solzbacher, who passed away on January25, 2014, was a powerful force behind the development of both private and public Montessori education in Milwaukee; now, therefore, be it

RESOLVED, That the Board of School Directors express its sincere appreciation to Hildegard Solzbacher for her dedicated service to the Milwaukee Public Schools and to the citizens of Milwaukee; and be it

FURTHER RESOLVED, That this Proclamation 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 the friends and family of Hildegard Solzbacher in tribute to her record of dedicated public service to the citizens of Milwaukee and to the students in the Milwaukee Public Schools.

Ms Solzbacher, who died in January 2014, was instrumental in establishing Montessori education in the Milwaukee Public Schools. Director Holman asks that the Board adopt the attached Proclamation in recognition of the service which Ms Solzbacher provided to the children of Milwaukee.

The Board must suspend Board Rule 1.10(1), regarding the submission of resolutions, in order to take immediate action on this Proclamation. Suspension of a Board Rule requires a recorded affirmative vote of two-thirds of the Board membership.

Recommendation

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

By unanimous consent, the Board waived Board Rule 1.10(1) and adopted the Proclamation in honor of Hildegard Solzbacher.

* * * * *

APPROVAL OF MINUTES

The minutes of the Board's regular meeting of February 2015 were approved as printed.

* * * * *

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Superintendent of Schools: Monthly Report

The Superintendent’s Report is designed to provide the Milwaukee Board of School Directors and the MPS community an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late February through mid-March follow.

Meeting with President Obama and the Council of the Great City Schools Legislative/Policy Conference

Director Falk, Gerard Randall, and I attended the Council of the Great City Schools Legislative/Policy Conference in Washington, DC. I had the opportunity to meet with President Obama, along with 10 other urban school district leaders from the CGCS and the group’s executive director.

This allowed me to share with President Obama many of the wonderful things we are doing to support our students. Such as, partnering with the GE Foundation to develop scalable and sustainable in-house models of innovative learning that can now share best practices with other schools. I also spoke about our efforts to implement the rigorous Common Core State Standards and to increase the integration of science,

improve outcomes for our young men of color through the president's My Brother's Keeper initiative.

On the whole, our message as a group was that urban districts are making steady progress and implementing efforts to accelerate that growth. Any effort to shift funds from high-need districts to less needy schools — as some ESEA reauthorization proposals would — risks reversing that progress. The President was very engaged, and it was obvious that he supports our efforts on many levels.

Strategic Objectives

Our work continues with the white-paper process. When they are completed, we will have a solid plan designed to better support our students in their educational experiences in Milwaukee Public Schools. My staff and I continue to meet on budget preparations and the eight strategic objectives.

As part of this process, we held a series of Listening Sessions at various locations throughout the district that focused on MPS strategic objectives to improve student achievement. They were well-attended, and we received valuable feedback which will be useful as we develop the White Papers.

The Eight Strategic Objectives are:

- Re-envisioning Partnerships
- Redefining the MPS Experience
- Rethinking High Schools
- Workforce Development
- Closing the GAP
- Organizational Processes
- Community Outreach/Communication
- Educating the Whole Child

Other Activities

We held our monthly Leadership Institute. The sessions this month focused on the school budgets and the budget process. I will be meeting with principals to discuss their individual schools' needs.

All school-based budgets have been turned in, and I look forward to the upcoming budget carousels.

Earlier in the month, I joined the superintendents from the Council of the Great City Schools in a meeting with U.S. Education Secretary Arne Duncan to talk about the proposed federal funding cuts to urban schools. The nation's urban public schools stand to lose some $615 million in federal Title I aid under a congressional proposal to reauthorize the Elementary and Secondary Education Act (ESEA), according to an analysis conducted by the Council of the Great City Schools. This proposal would negatively impact nearly all urban school districts.

I joined other education leaders to provide testimony to the Joint Committee on Finance. I highlighted the positive steps that MPS has taken to restore crucial teaching positions to schools and discussed the fact that early indicators of improved student achievement demonstrate that the Commitment Schools effort is bearing fruit. I called on the Joint Committee on Finance to assist schools across the state by investing in education and asked them to return to the bi-partisan policy of providing funding increases that matched the rate of inflation. I expressed concern that the proposed cuts to education would unwind the positive work being done in the district, I suggested that the people of Wisconsin, if given the choice, would prefer to see the $150 per pupil cut restored to schools rather than receive a $5 property tax reduction.

I met with Fire Chief Aaron Lipski and the crew at the 7th & Wells Fire Station. The MFD has been a great supporter of MPS through its coat collection, Survive Alive House, and various other programs that teach our children fire safety. They also have the Fire Cadet program, which our students can attend immediately after high school and become full-fledged firefighters upon their 21st birthdays.

Chancellor Mone, President Martin, and I (M3 — Partners Aligning Forces to Ensure Pathways to Student Success) met to work on a proposal to combine and leverage the efforts of MPS, MATC and UWM, to close the achievement and completion gaps. Together, we will create a road map for students that will lead to a seamless transition from high school to higher education, resulting in needed skills, income, and social equity for our citizens and the human capital for our region.

The *Milwaukee Business Journal* hosted its 40 Under 40 celebration, where I was recognized. The MPS Foundation graciously bought a table for the MPS Senior Team so they could join in this celebration with me.

I met with the principal of North Division and members of my administrative team to discuss the "new North."

I spoke to the Astor Street Regulars. This is a group of retired and working professionals. One of the major points of my talk was on retirees giving back by volunteering in our schools.

As a result of the educational meeting that President Bonds and Dr. Fuller hosted on February 2, separate committees were developed. I am the chair of the Attendance and Reciprocity Committee. We held our first meeting this month.

I met with Dan Keegan, Executive Director of the Milwaukee Art Museum, and took a tour of the facilities. We already have partnership programs with the Museum and would like to expand them.

President Martin, Chancellor Mone, and I (M3) participated in a phone conference with Julia Taylor from the Greater Milwaukee Committee, John Daniels, and Fran Croak to discuss the direction of Bradley Tech. The M3 group is taking a leading role in the Bradley Tech Commission. MATC is updating its model to add youth apprenticeships and mechatronics to manufacturing, as well as the potential to transfer to UWM. Bradley Tech could/should be the showcase for the initiatives that are important to the business community and state leaders.

February was Heart Health Month- — MPS partnered with the American Heart Association to provide our "Wellness For You" campaign. As a culminating activity during my monthly address of central employees, it was nice seeing so many individuals wearing their "Life is Why" t-shirts and participating in our Jump Rope for Heart activities, which included something for all levels of fitness and interest. I am proud to say that we raised over $1,000 through the sales of the t-shirts. Proceeds will support the district's Jump Rope for Heart Initiative.

In addition to the heart-healthy activities and "Life is Why" video, we featured the Office of Operations. A highlight was recognizing those individuals serving on the FY16 and FY17 Biennial Budget and Operational Planning Team, White Paper Leads, and the Sponsors. These individuals all received "GEM" awards for "Going the Extra Mile."

My staff, led by Ann Terrell, facilitated the quarterly meeting of the Executive Leadership of the Milwaukee Integrated Data Hub. The meeting participants included Mayor Barrett, County Executive Chris Abele, DA John Chisholm, Wisconsin Department of Children and Families Secretary Eloise Anderson, Health Department Commissioner Bevan Baker and representation from Dr. Tony Evers' Office. The agenda included data integration, business plan and funding updates, and the data-sharing agreements. The next meeting will be in April.

We had a week-long visit with the group from the Panasonic Foundation. They started with a tour to get a feel for our community context. There was an orientation dinner meeting to introduce the Panasonic Foundation's members to my cabinet, school board members, and leaders of the collective bargaining units. They spent two days on school visits and individual conversations with key MPS staff and held small group meetings with my cabinet. They also held several group meetings with a diverse group of parents, teachers, community partners, principals, and elected officials. I will keep you apprised in the upcoming months on their findings.

Grant Elementary School was the site for the MPS HeartSafe Schools' Ten Years of Saving Lives with Project ADAM, CHW. Since the inception of the MPS AED Program in 2004, there have been seven lives saved by the use of CPR/AED, including two children, aged 11 and 12. Grant Elementary was chosen for this event because one of its students, Maria Acevedo, had been saved by the use of CPR/AED.

Lowell Elementary is moving forward with its candidacy for an authorized IB Primary Years Programme. Earlier this month, the school had its visit from IB as part of its evaluation process. Besides meeting with me, the evaluation team met with teachers, parents, and a variety of Lowell's stakeholders.

I met with the athletic directors at their monthly meeting. It was good to get their perspective on ways we can get all students involved in some sort of athletic activity.

I met with the executive directors of Safe and Sound. The intent of the meeting was to figure out how Safe and Sound can best serve the safety needs of our schools and their surrounding neighborhoods. Safe and Sound is currently targeting its resources in eight high-crime neighborhoods.

The 26th Annual MPS Health & Hygiene Drive will run from April 6 through June 5, 2015. Each year, the district joins with AFL-CIO Community Services Committee and Milwaukee Area Labor Council AFL-CIO to gather items for distribution to nearly two dozen homeless shelters. The spring is especially difficult for the shelters as donations of health and hygiene items drop off, and many of the shelters struggle due to continued budget cuts.

Over 75 MPS sites began their eight-week group exercise sessions! Over 500 staff members are taking yoga, zumba, triple threat, boot camp, pilates, tai chi, and much more!

Earlier this week, the Department of Research and Development held the Research Review, Attendance: The Key to High School Completion. Marc Sanders, Research Manager, Dr. John Hill, Director of College and Career Readiness, and Karen Horn, School Social Worker, discussed the differences between high school completers and non-completers. One of the key differences discovered in the analysis involved the number of school days attended. Discussion focused on how these results impact high school completion and the district's persistent attendance problem.

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COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Continuation of, with Possible Action on, the Formulation of Strategies Regarding the Potential Sale or Lease of the Properties Located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin

Background

At its special meeting on March 24, 2015, the Board began the consideration of a negotiating strategy for the possible lease or sale of public properties located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin. At its regular monthly meeting, the Board will continue those deliberations.

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 continue its discussions.

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

Recommendation

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

Consideration postponed to the end of the agenda.

* * * * *

(Item B) Continuation of, with Possible Action on, the Formulation of Strategies Related to the Currently Vacant Position of Chief Accountability and Efficiency Officer

Background

At its special meeting on March 24, 2015, the Board began its consideration strategies related to the currently vacant position of Chief Accountability and Efficiency Officer (CAEO). The Board will continue its consideration of these strategies at this regular monthly meeting.

The Board may retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and
- Wisconsin Statutes, Section 19.85(1)(e), which allows a governmental body to retire to 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 discussed in executive session and/or to continue with the remainder of its agenda.

Recommendation

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

Consideration postponed to the end of the agenda.

* * * * *

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

The Board Clerk presented 26 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of February 27, 2015, and March 2, 5, 9, 12, 16, 17, 19, 23, 24, 25, 2015.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Zautke, and President Bonds—7.

Noes—None.

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REPORTS OF STANDING COMMITTEES

On the motion of Director Falk, the Reports of the Standing Committees were approved, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Zautke, and President Bonds—7.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 Parental Engagement Activities

Your Committee reports having received the monthly informational report on parent-engagement activities from the Administration. Although this item has been noticed for possible action, no action is required.

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(Item 2) Report and Possible Action on Innovation Regional Showcase

Your Committee reports having received a report on the Innovation Regional Showcase from the Administration. Although this item has been noticed for possible action, no action is required.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 Mutual Termination of the Intensive Day-Treatment Program Contract with, and Closure of, Lad Lake Ultra, to Be Effective Immediately

Background

The Milwaukee Board of School Directors voted in June 2014 to approve a one-year contract with Lad Lake Ultra, to be effective on the first regularly scheduled day of the 2014-2015 school year. Lad Lake

Ultra is located at 225 West Capitol Drive, Milwaukee, WI, 53212. The contract provides for up to 15 full-time-equivalent students in grades six through 12.

Milwaukee Public Schools partners with the Milwaukee Delinquency and Court Services Division (DCSD) to provide a combination of educational and treatment services for adjudicated students. Currently, the Intensive Day-Treatment (IDT) Program outlines that MPS is to deliver the educational component, while DCSD is to provide the treatment services.

Following the 2015 Request for Proposal (RFP) process facilitated by DSCD in collaboration with MPS, Lad Lake Ultra was not awarded allocations by DSCD. As a result, MPS has received written notification from Lad Lake Ultra requesting mutual termination of its contract with the Milwaukee Board of School Directors.

The contract between the Milwaukee Board of School Directors and Lad Lake Ultra states, in section III.C., Termination, that the contract may be terminated before expiration of its term if both parties agree in writing to the termination.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Office of Contracted School Services will work with the Office of Family Services to ensure appropriate reassignment for all students to other MPS schools.

Committee's Recommendation

Your Committee recommends that the Board approve the request for mutual termination of the contract with Lad Lake Ultra and closure of the school, to be effective immediately.

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

* * * * *

(Item 2) Action on a Request to Amend Intensive Day Treatment Program Contracts

Background

Since 1998, Milwaukee Public Schools (MPS) has partnered with the Milwaukee County Delinquency and Court Services Division (DCSD) to provide a combination of educational and treatment services for adjudicated pupils in grades six through twelve. Currently, the Intensive Day-Treatment (IDT) Program outlines that MPS is to deliver the educational component, and DCSD is to provide the treatment services.

In June 2014, the Milwaukee Board of School Directors approved one-year seat allocations for 75 full-time-equivalency (FTE) students with Lad Lake Ultra, St. Charles, and Wisconsin Community Services (WCS) Project Excel.

Currently, the contract's timeframes between MPS and DSCD are not aligned. MPS executes contracts based on the school-year calendar, while DCSD operates on the fiscal-year calendar cycle.

Every three years, DCSD conducts a request-for-proposal (RFP) process to ensure that quality evidenced-based treatment and educational services are being provided to youth referred to the Intensive Day-Treatment Program. Under the current contracts, Lad Lake Ultra is contracted for 15 FTEs, and St. Charles and WCS Project Excel are contracted for 30 FTEs each. As a result of the 2015 RFP process led by DCSD in collaboration with MPS, contracts have been awarded that change the existing vendors as well as seat allocations. DCSD has awarded contracts to St. Charles and WCS Project Excel for 15 FTEs each and to Southwest Keys for 45 FTEs.

The Administration recommends amending the IDT contracts to reflect the following:

- mutual termination of the Lad Lake Ultra contract (see previous item on this agenda);
- modification of the WCS Project Excel contract to provide services for 15 FTEs; and
- repurposing of the St. Charles seat allocation to provide services for 15 IDT and 15 behavioral reassignment FTEs.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval of this item, the amended intensive day-treatment contracts will be executed.

The Office of Contracted School Services will work with the Office of Family Services to ensure appropriate reassignment for all students to other MPS schools.

Committee's Recommendation

Your Committee recommends that the Board amend the IDT contracts to reflect the following:

- mutual termination of the Lad Lake Ultra contract (see previous item on this agenda);
- modification of the WCS Project Excel contract to provide services for 15 FTEs; and
- repurposing of the St. Charles seat allocation to provide services for 15 IDT and 15 behavioral reassignment FTEs.

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

* * * * *

(Item 3) Report and Possible Action on Commitment Schools/Low-performing Schools

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

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. The state had originally identified 55 district schools as "Fails to Meet Expectations"; however, due to two school mergers, the number is now 53.

The District's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and increasing resources so students are college- and career-ready.

In June 2014, the Board approved the Administration's recommendation that 14 schools become FY15 Commitment Schools.

To measure the effectiveness of the Commitment Schools initiative, the Administration identified critical success factors in alignment with school proposals and the district/school-improvement plans.

The Administration is presenting a mid-year report to the Board on the Commitment Schools progress to date (see attachments to the minutes of your Committee's meeting). This is an interim report for the 14 Commitment Grant Schools in the specified academic outcome areas related to closing the achievement gap in math and reading.

Fiscal Impact Statement

This item does not allocate expenditures.

Implementation and Assessment Plan

The Office of Innovation will plan additional supports as specific needs related to instructional support, professional development, and operations are identified.

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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 and Assignment	Position and Salary	Date
		New Hires	
2	John Baldwin	Building Service Helper I $11.13 per hour	02/16/2015
2	Brian Barnes	Building Service Helper I $11.13 per hour	02/16/2015
2	Joanna Box	Building Service Helper I $11.13 per hour	02/16/2015
5	Steven Clayton	Building Service Helper I $11.13 per hour	01/26/2015
2	Shaniqua Ford	Building Service Helper I $11.13 per hour	01/26/2015
2	Rosemary Griffin	Building Service Helper I $11.13 per hour	01/26/2015
2	Marie Guyton	Building Service Helper I $11.13 per hour	01/26/2015
2	Cieara Hankins	Building Service Helper I $11.13 per hour	01/26/2015
2	Shaneice Jackson	Building Service Helper I $11.13 per hour	01/26/2015
2	Kenya Jones	Building Service Helper I $11.13 per hour	01/26/2015
2	Demille Lamar	Building Service Helper I $11.13 per hour	02/16/2015
5	Jolene Paddock	Building Service Helper I $11.13 per hour	01/26/2015
6	Sengsavanh Phengphonsavah	Building Service Helper I $11.13 per hour	01/26/2015
2	Fannie Riley	Building Service Helper I $11.13 per hour	01/26/2015
2	Jomo Smith	Building Service Helper I $11.13 per hour	01/26/2015

2	Joanne Tate Hayes	Building Service Helper I $11.13 per hour	01/26/2015
2	James Thomas	Building Service Helper I $11.13 per hour	02/16/2015
5	Anthony Tomasello	Building Service Helper I $11.13 per hour	01/26/2015
2	Jerry Torres	Building Service Helper I $11.13 per hour	01/26/2015
2	Antoinette Wade	Building Service Helper I $11.13 per hour	01/26/2015
2	Quyntin Washington Allen	Building Service Helper I $11.13 per hour	01/26/2015
2	Andre Williams	Building Service Helper I $11.13 per hour	01/26/2015
2	Tonisha Howard	Children's Health Assistant $16,662.81	02/02/2015
2	Gloria Tomlinson	Children's Health Assistant $16,662.81	01/26/2015
5	Thomas Cash	IT Service Technician $49,600.00	02/02/2015
5	Kyle West	IT Service Technician $46,698.00	02/09/2015
5	Laura Ahlswede	Para Ed Assistant $17,823.69	02/09/2015
2	Justin Brown	Para Ed Assistant $17,823.69	02/03/2015
2	Mame Camara	Para Ed Assistant $17,823.69	02/03/2015
2	Mary Cuningham Watts	Para Ed Assistant $17,823.69	02/03/2015
2	Tammie Du Pree	Para Ed Assistant $17,823.69	01/28/2015
4	Alisha Janikowski	Para Ed Assistant $17,823.69	02/17/2015
2	Markevan Love	Para Ed Assistant $17,823.69	02/23/2015
5	Emily Quirk	Para Ed Assistant $17,823.69	02/11/2015
1	Francisco Sanchez	Para Ed Assistant $17,823.69	02/03/2015
4	Evelyn Lugo	Para Ed Assistant — IB $17,823.69	02/19/2015
2	Nana Yaa Acheampong	School Bookkeeper — 10-month $29,247.14	02/17/2015
4	Dalisa Flores	School Secretary I — 10-month $22,445.64	02/09/2015
2	Shanice Maxwell	School Secretary I — 10-month $22,445.64	01/27/2015
2	Brittany Sykes	School Secretary I — 10-month $22,445.64	02/02/2015
2	Teresa Whitelaw	School Secretary I — 12-month $29,071.00	01/26/2015
4	Stephanie Soto	School Secretary I — 12-month $27,063.02	02/02/2015

5	Gwendolyn Anderson Starks	School Secretary I (Hourly) — 10-month $14.05 per hour	02/23/2015
5	Steven Szmania	System Programmer $66,525.00	02/02/2015

Promotions

2	Terrence Griffin	Building Service Helper II $30,706.52	02/02/2015
2	Leonard Harris	Building Service Helper II $30,706.52	02/02/2015
5	Lori Nadeau Hall	Building Service Helper II $30,706.52	02/02/2015
2	Frankie Arrington	Boiler Attendant Trainee $33,323.68	02/16/2015
2	Roshendia Brister	Boiler Attendant Trainee $33,323.68	02/16/2015
2	Ronald Howse	Boiler Attendant Trainee $33,323.68	02/02/2015
2	Tyrone Meridith	Boiler Attendant Trainee $33,323.68	02/16/2015
2	Shenieck Weddle	Boiler Attendant Trainee $33,323.68	02/16/2015
2	Angel Saffold	Food Service Assistant — In Charge $12.65 per hour	02/03/2015
2	Jeanette Turner	Food Service Assistant — In Charge $13.55 per hour	02/03/2015
5	Sarah McGair	Para Ed Assistant $17,823.69	02/09/2015
5	Lucy Blueberry	Para Ed Assistant - Hourly $15.88 per hour	02/11/2015
2	Ebony Staples	School Secretary I — 12-month $29,706.00	02/09/2015
5	Susan Burton	School Bookkeeper I — 12-month $44,901.00	02/19/2015

Rehires

2	Josephine Boyd	Building Service Helper I $11.13 per hour	01/26/2015
2	Odessa Buycks	Building Service Helper I $11.13 per hour	01/26/2015
3	Pang Yang	IT Service Technician $46,698.00	01/26/2015
5	Benjamin Bannier	System Programmer $62,118.00	02/23/2015

Certificated Appointments: Teachers — Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
5,r	Baryenbruch, Allie AMP ART	B	$41,200.00	2/17/2015
2,a,r	Bonds, Michael Fed Head Start — General	B	$41,200.00	2/17/2015
5,nr	Cichon, Catherine Special Ed Multi-categorical	B	$44,700.00	1/27/2015

5,nr	Douglass, John AMP HPE	B	$54,500.00	2/4/2015
2,a,r	Givens Jr., Glenn Title I School-wide	B	$41,200.00	1/26/2015
5,r	Gordon, Mary Special Ed Multi-categorical	B	$42,200.00	2/2/15
2,r	Hipp, Alex Special Ed Optional	B	$41,200.00	2/16/2015
5,r	Julius, Scott AMP Music	C	$56,500.00	1/26/2015
5,r	Kalamarz, Shannon Title I School-wide	B	$41,200.00	2/9/15
5,nr	McLoone, Caitlin Special Ed Multi-categorical	B	$41,200.00	2/23/15
5,nr	Meyer, Monica Speech Pathology	C	$42,200.00	2/5/15
5,r	Moran, Meaghan English	B	$41,200.00	2/26/15
5,nr	Morrical, Rebecca Special Ed Multi-categorical	B	$41,200.00	2/17/15
5,r	Sakalaucks, William AMP Music	B	$43,100.00	2/17/15
4,a,r	Santiago, Sandra Bilingual Education	B	$41,200.00	2/2/15
2,a,r	Selkridge II, Donald AMP HPE	B	$41,200.00	2/25/15
5,nr	Snedden, Alexis Gen Elem & K8 - All Grades	B	$41,200.00	3/2/15
5,r	Steiner, Mike Science	C	$56,500.00	1/26/15

Certificated Appointments — School Social Worker

5,nr	Davis, Rheanna Social Work	2A	$60,855.00	2/17/2015
5,nr	Gates, Robert Social Work	2A	$51,347.00	2/17/2015
2,r	Lewis, Terri Title I Coordination	2A	$75,117.00	2/17/2015

CODES

(a) Reappointment without tenure
(a) Reappointment with tenure
(nr) Non-Residents
(r) Residents

COUNTS

1	Native American	0
2	African American	5
3	Asian/Oriental/Pacific Islander	0
4	Hispanic	1
5	White	15
6	Other	0
7	Two or More Ethnic Codes	0
	Males	9
	Females	12

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., January 2015		
Fiedler, Christine	Currently on Leave	December 1, 2014
Colleen Hallman	Currently on Leave	January 24, 2015
Amy Brown	Currently on Leave	January 1, 2015
Sonja Moore-Hazelwood	Currently on Leave	January 5, 2015
Illness Leave, January 2015		
Margaret Byrd	Administration	January 18, 2015
Katie Ross-Houston	Elm Creative Arts	January 20, 2015
Todd Klumb	Hayes Bilingual	December 4, 2014
Keri Sutton	Auer Avenue	January 6, 2015
Daniel Anderson	Administration	January 22, 2015
Illness Leave, February 2015		
Buss, Jessica	Special Services	January 5, 2015
Illness Leave, March 2015		
Diana Jones	Bradley Tech	March 1, 2015
Lauren Brannstrom	Hi-Mount	March 12, 2015
Illness Leave, April 2015		
Joseph Henry Gayle	Hamilton High	April 14, 2015
Personal Leave Ext., January 2015		
Bonnie Brusky		August 27, 2014
Personal Leave, February 2015		
Michelle Luedtke	February 9, 2015	
Veronica Lara	Lincoln/Hayes	February 23, 2015
Artealia Mabon	Engleburg/Parkview	February 23, 2015
Lori Reed	Carver Academy	February 9, 2015
Stacey Smith	Craig Montessori	February 17, 2015
Personal Leave, March 2015		
Buss, Jessica	Special Services	February 9, 2015
Personal Leave, April 2015		
Ava Holdman	Milwaukee German Immersion	April 2, 2015
Personal Leave, August 2015		
Maxine Salpeter	Cass Street	August 2015

Report on Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	12.6	2	Robert Browne	Teacher	Pulaski	03/20/15
Retire	30.0	5	Laura Buckingham	Teacher	Zablocki	06/16/15
Retire	12.0	5	Tove Case	Teacher	Bay View	06/30/15
Personal	1.5	4	Angela Chiappa	Teacher	53rd Street	02/05/15
Personal	0.1	5	Megan Christman	Teacher	Milw Sign Lang	02/13/15
Personal	13.5	1	Sara Davis	Teacher	Sherman	01/15/15
Retire	33.6	5	Lynn Doucette	Teacher	Central Svcs	06/16/15
Personal	7.5	5	Christine Fielder	Social Wrkr	Central Svcs	01/30/15
Personal	1.4	5	Mark Formanek	Teacher	Engelburg	01/07/15
Retire	12.4	5	Heather Frank	Teacher	Central Svcs	01/29/15
Personal	16.5	5	Lisa Gardiner	Teacher	MSL	02/04/15
Personal	0.1	5	Randal Green	Teacher	Vincent	02/02/15

Retire	31.6	2	Erica Hendricks	Principal	Keefe Ave	06/30/15
Personal	1.8	5	Hugh Hermann	Curr Spec	Central Svcs	02/13/15
Retire	39.8	5	Jill Hewitt	Reg Coord	Central Svcs	02/27/15
Personal	5.9	6	Stephanie Jackson	Teacher	Community HS	01/29/15
Retire	14.0	5	Sarah Kelsch	Teacher	Hartford	06/16/15
Retire	31.8	5	Jill Klysen	Teacher	Manitoba	06/16/15
Other Work	18.5	5	Kirsten Lathrop	Teacher	Burbank	01/30/15
Retire	13.0	5	Carol Lerand	Teacher	Bay View	06/30/15
Personal	1.5	5	Ryan Maiter	Teacher	Auer	01/30/15
Other Work	15.6	4	Nancy Martinez	Principal	Kagel	03/06/15
Personal	9.5	5	Meghan Posnanski	Teacher	Central Svcs	01/30/15
Personal	0.5	5	Laurie Preston	Teacher	Silver Spring	02/12/15
Retire	14.0	5	Kathleen Raasch	Teacher	Hawley	06/16/15
Personal	30.3	5	Michael Reedy	Teacher	Ronald Reagan	05/27/15
Personal	1.2	5	Natalie Ribarchek	Teacher	Mitchell	01/20/15
Retire	20.5	5	Gary Schmitz	Teacher	Hamilton	06/16/15
Personal	5.5	5	Kerry Schulz	Teacher	Hayes	02/06/15
Personal	0.1	5	Maxwell Sorenson	Teacher	Engelburg	01/29/15
Personal	12.3	5	Rhiana Tehan	Teacher	HS of the Arts	01/27/15
Retire	30.6	5	Elizabeth Thieleke	Teacher	Zablocki	06/16/15
Retire	28.0	5	Gary VanDyke	Teacher	Hamilton	06/16/15
Retire	16.4	6	Steven Vitale	Teacher	Vincent	03/08/15
Other Work	1.5	5	Bridget Zmolek	Teacher	Parkview	02/20/15
Retire	12.5	5	Melinda Wyant Jansen	Teacher	Vieau	03/06/15

Report on Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	9.3	5	Robert Bauter	Boiler Att	Washington HS	02/17/15
Retire	20.2	3	Maria Belanger Seay	Secretary I	JMAC	01/31/15
Retire	27.0	5	Jeanne Lang	Bookkeeper	Central Svcs	02/19/15
Retire	12.2	3	Naotoua Vang	Para	Stuart	02/02/15
Retire	10.2	2	Beverly Wilson	Para	Central Svcs	01/24/15

Affirmation Action Report

The Affirmative Action monthly personnel transaction report for March 2015 is attached to the minutes of your Committee's meeting. This is an informational report which reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective on the dates indicated.

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

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(Item 2) 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

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

(5)(r)	Nancy Becker	Technology Support Supervisor Office of the Chief Operations Officer	Schedule 03, Range 08A $80,273.00
(2)(r)	Andrew Williams	Building Operations Supervisor Office of the Chief Operations Officer	Schedule 03, Range 07A $65,145.00
(4)(r)	Eduardo Navarro	Building Operations Supervisor Office of the Chief Operations Officer	Schedule 03, Range 07A $59,211.00
(5)(nr)	Matthew Kuhn	Procurement Services Associates Office of the Chief Financial Officer	Schedule 03, Range 05A $57,547.00
(4)(r)	Sofia Ramirez Fuentes	Parent Involvement Coordinator Executive Director, Family & Student Services	Schedule 03, Range 06A $56,461.00
(5)(nr)	Nicholas Rechlitz	Procurement Services Associates Office of the Chief Financial Officer	Schedule 03, Range 05A $50,166.00
(4)(r)	Adina Santiago	CAO Planning Assistant Office of the Interim Chief Academic Officer	Schedule 03, Range 02A $41,558.00

Note: The above recommendations are for positions that are approved in the FY15 budget.

Recommended Reassignments

Your Committee recommends that the following individual be reassigned to the classification indicated, to be effective upon approval by the Board.

(2)(r)	Felicia Givens	Administrative Assistant II Office of the Interim Chief Academic Officer	Schedule 03, Range 02A $44,686.00

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):

(5)(r)	Geoffrey Carter	LTE Academic Services for Expelled Students Family and Student Services 2/23/15 to 6/30/15	$40.00
(5)(r)	David Nevaranta	LTE Academic Services for Expelled Students Family and Student Services 2/23/15 to 6/30/15	$40.00
(5)(nr)	Karen Elliott	LTE Library Media Specialist Office of the Chief School Administration Officer 1/31/15 to 6/30/15	$37.57
(2)(nr)	James Thomas	LTE Investigator Office of the Chief Financial Officer 3/9/15 to 6/30/15	$35.00
(5)(nr)	Michael Brennan	LTE Low-voltage Electronic & Telecommunication Projects Office of the Chief Operations Officer 2/1/15 to 6/30/15	$34.98
(5)(r)	David Caruso	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Geoffrey Carter	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00

(5)(r)	Jack Dierks	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(nr)	Deanna Evans	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Karen Flanagan	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Karen Green	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Leo Guild	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Rozalia Harris	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Janie R. Hill Hatton	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(1)(r)	Rosann Hollinger	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Lori Huebner Avila	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Jan Johnson Carlyle	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Delores Jones	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00

(5)(r)	Debbie Karow	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Cynthia Marcetich	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(4)(r)	Clara Mayorga	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Joan Peifer	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00

(5)(r)	Debra Reuland	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Julia Sargis	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Julia Toepfer	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Debra Wallace	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(2)(r)	Ouida Williams	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	John Zablocki	LTE Induction Specialist Organizational Development Office 1/31/15 to 6/12/15	$30.00
(5)(r)	Debra Spotz	LTE Lau Compliance Language Assessor Office of the Interim Chief Academic Officer 2/5/15 to 6/30/15	$30.00
(5)(nr)	Karen Zeqiri	LTE Contracted Compliance Service — Secretary II Office of the Chief Accountability & Efficiency Officer 2/1/15 to 6/30/15	$16.00

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 Committee reports.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; 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

Authorization to Make Purchases

B 5716 Authorization to Enter into a Blanket Agreement with Amerifilm for Tray-wrapping Film

The Administration is requesting authorization to enter into a blanket agreement with Amerifilm, the lowest complying bidder to provide four types and sizes of tray-wrapping film to Milwaukee Parkside School's cafeteria and Vincent High School's cafeteria for their school lunch programs.

The blanket agreement will run from April 1, 2015, through March 30, 2016, with two (2) options to renew, subject to annual approval by the Board.

This blanket agreement will not exceed $86,001.75 in year one.

Budget Code: LNC-0-0-LNH-DW-ECTS (Nutrition Services — Contracted Services) ..... $86,001.75.

HUB Participation
Required ..... 0% per 12 month contract
Proposed 0%
$Value ..... NA

Student Engagement
Paid Student Employment Hour Commitment (hours per 12-month contract) 0
Student Career Awareness Commitment (hours per 12-month contract) 10

V.A.L.U.E. #2015-01 Authorization to Enter into a Piggyback Contract under Volume Acquisition and Large Uniform Expenditures with Unisource Worldwide, Inc., a Veritiv Company, for District-wide Copy Paper

The Administration is requesting authorization to enter into a piggyback contract (#PB15001) with Unisource Worldwide, Inc., a Veritiv Company, to provide copy paper under the Volume Acquisition and Large Uniform Expenditures (V.A.L.U.E.) Bid #2015-01. V.A.L.U.E. is an organization of various governmental entities in Southeastern Wisconsin with cooperative bids to take advantage of volume discounting. Purchases will be made by various MPS schools and departments throughout the District as needed.

This will be a piggyback contract from February 1, 2015, through December 31, 2015, with two one-year options to extend. Notice of renewal of the V.A.L.U.E. contract was received on January 22, 2015, which was too late to submit an item any earlier than the March Board cycle.

The total cost of the contract from February 1, 2015, through December 31, 2015, will not exceed $820,000. If V.A.L.U.E. extends the contract, the Administration will return to the Board for approval.

Budget Code: Various School Budgets $820,000

State Contract 15-20664-003 Authorization to Purchase with Heartland Business Systems for Cisco SMARTnet Maintenance

The Administration is requesting authorization to purchase from Heartland Business Systems Cisco SMARTnet maintenance under the state of Wisconsin's Contract #15-20664-003.

This SMARTnet maintenance is required for mission-critical hardware/software coming off warranty. The approval of this request will allow for all data-center equipment to be on the same contract, which has an effective date of October 2015.

Quotes were solicited from the three vendors on this contract, and Heartland Business Systems submitted the lowest response. The total cost will not exceed $68,701.90.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Maintenance Contracts) $68,701.90

B 5673 Authorization to Increase a Blanket Agreement with Tierney Brothers for SMARTBoards and Accessories

The Administration requests authorization to increase the dollar amount with Tierney Brothers to provide SMARTBoards and accessories to all MPS schools and departments.

In May 2013, the Board approved a three-year blanket contract with an estimated dollar value of $1,206,176, and in July 2014, the Board approved an increase of $220,000, for a total of $1,426,176.

Estimated purchases are not to exceed an additional $630,000 for the remainder of the blanket period, through May 30, 2016. If purchases exceed this revised maximum of $2,056,176, the Administration will return to the Board for approval.

Budget Code: Will vary by MPS location placing order $630,000

Tierney Brothers

Prime Contractor Information
- Certified HUB Vendor? ..... NO
- Total # of Employees 111
- Total # of Minorities 4
- Total # of Women 41

HUB Participation
- Required 0%
- Proposed 0%
- $Value ..... NA

Student Engagement
- Paid Student Employment Hour Commitment (hours per 12-month contract) 0
- Student Career Awareness Commitment (hours per 12-month contract) 30

B 5710 Authorization to Renew and Increase Blanket Agreement with CDW Government, LLC, for Chromebooks

The Administration requests authorization to increase the dollar amount and renew a blanket agreement with CDW Government, LLC, the low complying bidder, to provide Chromebooks, Chromebook service, and Chrome operating system licenses to all MPS schools and departments.

In May 2014, the Board approved a blanket contract for one year, with two possible one-year extensions, not to exceed $3,550,250 for one year. In July 2014, the Board approved an increase to the blanket of $2,000,000, for a maximum one-year total of $5,550,250.

At this time, estimated purchases are not to exceed an additional $4,000,000 for the remainder of the first year of the blanket, through May 29, 2015, and a renewal through the second year of the blanket through May 29, 2016. If purchases exceed this new two-year total of $9,550,250, the Administration will return to the Board for approval.

Budget Code: Will vary by MPS location placing order ..... Budget amount will Vary

CDW Government LLC Response

Prime Contractor Information
- Certified HUB Vendor? ..... NO
- Total # of Employees 5,905
- Total # of Minorities 789
- Total # of Women 199

HUB Participation
- Required 0%
- Proposed ..... NA
- $Value ..... NA

Student Engagement
- Paid Student Employment Hour Commitment (hours per 12-month contract) 0
- Student Career Awareness Commitment (hours per 12-month contract) 0

--- Authorization to add Funds to a Blanket Agreement with Nassco, Inc., for Various Janitorial Supplies

The Administration is requesting authorization to add funds to the existing blanket agreement with Nassco, Inc. to provide various janitorial supplies district-wide to all MPS schools and buildings.

Purchases will be made by various MPS schools and buildings as needed.

This was a three-year blanket agreement awarded by the Board on January 26, 2012, under B-5620. The original blanket amount for Nassco, Inc. was $1,100,000. Authority was given for $3,150,000 to be expended across three vendors; only two vendors, Nassco, Inc., and San-A-Care, Inc., were ultimately granted the blanket agreements. Therefore, an increase was applied to the blanket on March 17, 2014, in the amount of $625,000. On February 20, 2015, an increase in the amount of $86,250 was applied to the blanket agreement, thus expending the remaining allowable increase amount of 15% per Administrative Policy 3.09 (10)(a)(2), for a total of $1,811,250.

The original blanket agreement was terminated on January 30, 2015, but was then extended through June 30, 2015. The blanket agreement's funds have now been expended. For the purpose of continuity of goods, the Administration requests an increase in the blanket amount of $440,000, for a total of $2,211,250, until the end of the blanket agreement term of June 30, 2015.

Budget Code: Will vary by MPS location placing order $440,000

--- Authorization to add Funds to a Blanket Agreement with San-A¬Care, Inc., for Various Janitorial Supplies

The Administration is requesting authorization to add funds to the existing blanket agreement with San-A-Care, Inc., to provide various janitorial supplies district-wide to all MPS schools and buildings.

Purchases will be made by various MPS schools and buildings as needed.

This was a three-year blanket agreement awarded by the Board on January 26, 2012, under B-5620. The original blanket amount for San¬A-Care, Inc., was $1,100,000. Authority was given for $3,150,000 to be expended across three vendors; only two vendors, Nassco, Inc., and San-A-Care, Inc., were ultimately granted the blanket agreements. Therefore, an increase was applied to the blanket on March 17, 2014, in the amount of $625,000. On February 20, 2015, an increase in the amount of $86,250 was applied to the blanket agreement, thus expending the remaining allowable increase amount of 15% per Administrative Policy 3.09 (10)(a)(2), for a total of $1,811,250. The blanket agreement was terminated on January 30, 2015, but was then extended through June 30, 2015.

The blanket agreement's funds have now been expended. For the purpose of continuity of goods, the Administration requests an increase in the blanket amount of $210,000, for a total of $2,021,250, until the end of the blanket agreement term of June 30, 2015.

Budget Code: Will vary by MPS location placing order $210,000

Informational Report on Cumulative Purchases in Excess of $50,000

In compliance with Administrative Policy 3.09(6)(b,) the Administration is reporting cumulative purchases in excess of $50,000 across multiple departments or schools, with no individual department or school exceeding the $50,000 threshold.

- Lingua Pros (V022602):

  1. Contract: C021925
     Budget Code: GEN-H-I-T15-SD-ECTS
     Contract Amount.....$ 986.80

  2. Contract: C022107
     Budget Code: DTI-0-S-T35-BI-ECTS
     Contract Amount.....$ 49,000.00
     Request to Add 15%.....$ 7,350.00

3. Contract: C022507
   Budget Code: GEN-0-I-GQ5-CI-ECTS
   Contract Amount ..... $,1223.00

4. Contract: C022608
   Budget Code: GEN-0-I-GQ5-CI-ECTS
   Contract Amount ..... $ 1,619.28

5. Contract: C022993
   Budget Code: GEN-0-I-HS5-EY-ECTS
   Contract Amount ..... $ 4,950.00

Cumulative Contracts Total ..... $ 65,129.08

- Trapeze Software (V0728373)

1. Purchase Order: P801470
   Budget Code: DBS-0-0-TLN-DW-EMTC
   PO Amount ..... $ 41,655.00

2. Purchase Order: P806436
   Budget Code: DPT-0-0-TNS-TT-ECTS
   PO Amount ..... $ 3,000.00

3. Purchase Order: P811230
   Budget Code: DPT-0-0-TNS-TT-ECTS
   PO Amount ..... $ 3,000.00

4. Purchase Requisition: R267564
   Budget Code: DBS-0-0-TLN-DW-ECTS
   PO Amount ..... $ 42,459.40

Cumulative Purchases Total ..... $ 89,114.40

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

School	Donor	Amount	Gift or Purpose
Alba	Box Tops for Education — General Mills	$45.00	Monetary donation — classroom material
Audubon Middle	Target- Field Trip Grants Program	$700.00	Monetary donation — field trip
Bay View	Carol Schmuhl	$100.00	Monetary donation — Raymond Dietrich Scholarship Fund
Bay View	Bay View Neighborhood Association	$1,500.00	Monetary donation — STEM Project
Bay View	Bay View Alumni Association	$2,000.00	Monetary donation — music program
Bay View	Target — Field Trip Grants Program	$400.00	Monetary donation — field trip
Bethune	Harley Davidson Foundation, Inc.	$2,500.00	Monetary donation

School	Donor	Amount	Gift or Purpose
Bradley Tech	PPG Industries Foundation — Give Center	$1,000.00	Monetary Donation — CTE classroom resources
Burdick	Houghton Mifflin Harcourt	$38,900.00	Monetary donation — math textbooks
Cass Street	Anonymous Donor	$1,600.00	Monetary donation — school athletics
Craig	PPG Industries Foundation — Give Center	$1,000.00	Monetary donation — parental involvement
Engleburg	Wells Fargo Bank Employee Match Program	$70.00	Monetary donation
Gaenslen	McGinnity Family Foundation	$990.00	Monetary donation — Gaenslen gardens
Garland	Box Tops for Education — General Mills	$411.80	Monetary donation — PBIS
German Immersion	Consulate General of the Federal Republic of Germany	$19,143.00	Monetary donation — German program
German Immersion	Target	$1,924.89	Monetary donation
Groppi	Harley Davidson Foundation, Inc.	$2,500.00	Monetary Donation — PBIS and student activities
Hawley	Timothy and Barbara Grundl	$220.00	Monetary Donation — student camping trip
Homeless Education Program	MPS Facilities & Maintenance Services Staff	$700.00	Toys, clothing, gifts for one HEP family
Homeless Education Program	Feed the Children	$30,858.85	Backpacks, school supplies, hygiene items, food
Homeless Education Program	Anonymous Donor	$175.00	Coats, gloves, hats
Homeless Education Program	Anonymous Donor	$700.00	Winter Coats, hats, scarves, gloves
Homeless Education Program	Julie Cuellar	$125.00	Toys
Homeless Education Program	Knitwits at St. John's on the Lake	$800.00	Hats, scarves, mittens, sweaters, blankets
Homeless Education Program	MATC StWEA	$660.00	Winter clothing
Homeless Education Program	MMABSE	$2,000.00	Gift cards
Homeless Education Program	MPS Administrators- ASC	$280.00	Hygiene items, socks, and hats
Homeless Education Program	MPS Central Evaluation Teams	$1,200.00	Christmas gifts

School	Donor	Amount	Gift or Purpose
Homeless Education Program	MPS Office of Human Capital Staff	$75.00	Hygiene items, winter clothing
Homeless Education Program	Peggy Peterson	$80.00	Coats
Homeless Education Program	Wheaton Franciscan Healthcare	$4,500.00	Shoebox Christmas gifts
Homeless Education Program	Wheaton Franciscan Healthcare	$2,200.00	Backpacks, school supplies
Kilbourn	DonorsChoose.org	$394.00	30 multipurpose headphones
Kilbourn	DonorsChoose.org	$737.00	Epson dc12 document camera
Kilbourn	DonorsChoose.org	$800.00	Monetary donation — general school supplies
Kilbourn	DonorsChoose.org	$215.00	Set of 8 computer headphones
Kilbourn	DonorsChoose.org	$258.00	Monetary donation — general school supplies
King High	Lowe's Sharitable and Educational Foundation	$4,000.00	Monetary donation — parent center
Office of Academics	Michael Miller	$300.00	Drum set
Office of Academics	Fred Hannah	$300.00	Flute
Office of Academics	Manilow Music Project	$300.00	Yamaha keyboard
Office of Finance	Shannon Gordon	$358.00	Training materials, office supplies
Parkview	Roettgers Co, Inc.	$500.00	Monetary donation
Pierce	Buffalo Wild Wings	$165.69	Monetary donation
Pierce	Kohl's Cares — Associates in Action	$500.00	Monetary donation — carnival
Riverside	Anonymous Donors	$750.00	Monetary donation — banner
Sign Language	DonorsChoose.org	$445.56	Classroom materials
Spanish Immersion	Parents of Spanish Immersion Students	$687.00	Monetary donation — classroom material
Spanish Immersion	Jennifer Epich	$300.00	Monetary donation — classroom material
Spanish Immersion	Nucor Cold Finish, Inc.	$500.00	Monetary donation — classroom material
Spanish Immersion	Box Tops for Education – General Mills	$267.90	Monetary donation — classroom material
Spanish Immersion	Mr. Kuehne	$40.00	Monetary donation
Spanish Immersion	The Alfaro Family	$30.00	Monetary donation

School	Donor	Amount	Gift or Purpose
Starms EC	Culvers Midtown	$152.00	Monetary donation
Stuart	Booker Lambouth	$600.00	Artwork
Victory	Debbie Karow	$500.00	Monetary donation — Italian program
Victory	Unico National	$600.00	Monetary donation — Italian program
Washington	DonorsChoose.org	$1,499.70	30 acoustic guitars
WCLL	PPG Industries Foundation — Give Center	$1,000.00	Monetary donation — senior trip and Anime Club
WCLL	PPG Industries Foundation — Give Center	$1,000.00	Monetary donation — classroom activities
Westside	Harley Davidson Foundation, Inc.	$2,500.00	Monetary donation — PBIS
Zablocki	Box Tops for Education — General Mills	$686.30	Monetary donation — classroom material
	Total, March 2015	$139,744.69	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as described 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 Committee reports.

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(Item 4) Action on Monthly Facilities Matters: FMS Award of Contracts Recommendation, Equipment Purchase, Equipment Purchase — Vehicles, Material Purchases, and Request for Proposal

Background

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

- Construction Contracts:

  — Butters-Fetting Co., Inc. — Fuel Oil System Replacement — Pulaski High School, Code FAR00MM2PK ECNC $105,000.00

  — Brenner Corporation — Cooling Tower Replacement — Vincent High School, Code FAR00MM2VN ECNCHVA5 ..... $286,800.00

  — Allcon, LLC — Emergency Power System — Special Services, Code EQM00MMPTQ EMTC $350,000.00

— CWS Source, Inc. d/b/a Structurewerks — Exterior Concrete Façade Repair — Reagan High School, Code FAR00MM2SH ECNC $148,950.00

- Equipment Purchase:

  — Johnson Controls — Chilled Water System, Chiller — Hamilton High School, Code: FAR00MMSHA ECNCHVA4 ..... $320,000.00

- Equipment Purchase — Vehicles:

  — State Contract 15-07006-400 — Ewald's Hartford Ford, LLC — Eight (8) Vehicles, Code: MTN00VRP11 ERVH.....NTE $242,764.00

  — NJPA Contract 060311 — Miller-Bradford Risberg, Inc.- One (1) Vehicle, Code: MTN00VRP11 ERVH.....NTE $51,599.94

- Material Purchases:

  — Architectural Door Solutions — Door Hardware — Eighth Street/Project Stay, Code: FAR00MM2PS ECNCWND5 ..... $60,450.00

  — Clark Security Products — Door Hardware — Eighty-First Street, Code: FAR00MM281 ECNCWND5..... $71,529.44

- Request for Proposal:

  — Firms will provide architectural services for future projects on an as-needed basis: Christopher Kidd and Associates; Foundation Architects, LLC; Boer Architects, Inc.; Quorum Architects, Inc., Code: NA

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts, equipment, and material purchases as described above and in the attachments to the minutes of your Committee's meeting.

Adopted with the roll call vote to approve 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:

- All Aboard Tours and Travel, LLC, for Team GEAR UP out-of-state college tour — GEN-0-I-GQ5-CI-ECTS $120,000
- Vermont Systems, Inc., for Recreation registration software — CSV-0-0-PRC-RC-ECTS $116,636
- WestCare Wisconsin, Inc., for supportive services to expelled students — STV-0-0-SDS-SN-ECTS $139,999.50

Committee's Recommendation

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

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

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

- Bicycle Federation of Wisconsin for bicycle- and walking-safety programs — CSV-0-S-SA5-RC-ECTS $187,000
- Lingua Pros, LLC, for translation services — AMM-0-0-SPF-AQ-ECTS $60,000

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 Committee reports.

* * * * *

(Item 7) Action on Receipt of the Fiscal Year-End 2014 Audit Reports

Background

Baker Tilly has completed the June 30, 2014, year-end reports, 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.

Committee's Recommendation

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

1. MPS 2014 Financial Statement
2. MPS Communication to those Charged with Governance
3. Independent Auditor's Report on MPS Pension-Administrators
4. Independent Auditor's Report on MPS Pension-Teachers
5. MPS Report on Federal and State Awards
6. CAFR (Comprehensive Annual Financial Report) 2014

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

* * * * *

(Item 8) Report and Possible Action on a Plan for Comprehensive Evaluation of Outside Service Providers

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

Background

The Research and Development Department and Office of Accountability and Efficiency have been working together to develop an evaluation plan for all programs, projects, and initiatives delivered by outside service providers. The primary rationale for this work in engaging in program evaluation is to provide information to improve the efficient and effective use of MPS resources. The identification of those programs that are most effective in increasing students' academic performance and personal development and informing decisions on continuing, expanding, or terminating said programs support this effort.

There are two main goals of the Comprehensive Evaluation Plan:

- to have a "real-time" inventory of all programs, projects, and initiatives; and
- to have a coordinated plan to systematically evaluate the effectiveness of all programs, projects, and initiatives provided by external organizations.

* * * * *

(Item 9) Action on a Request to Enter into an Intergovernmental Cooperation Agreement with the City of Milwaukee and the Redevelopment Authority of the City of Milwaukee (RACM) for the Issuance of Qualified School Construction Bonds Sufficient for $38 million of Projects

Background

In March 2013, the Board authorized the Administration to work with the City to issue Qualified School Construction Bonds (QSCBs) sufficient to fund projects totaling $38 million.

In June 2013, the Administration provided the Board an information item regarding possible issuance of the QSCBs in the form of Public Utility Revenue Bonds. Subsequent review has determined that the most favorable form for the QSCBs to be issued is as RACM Lease Revenue Bonds.

MPS's 2010 QSCB Allocation of $72.1 million will be the source of QSCB authority for this transaction.

To enable issuance of RACM Lease Revenue Bonds, this item seeks Board approval of an Intergovernmental Cooperation Agreement between MPS, the City and RACM. The Agreement describes the responsibilities of each of the parties during the period the debt will be outstanding.

Fiscal Impact Statement

This item authorizes expenditures. If approved, the Administration will work with the City and RACM to issue QSCBs in the form of RACM Lease Revenue Bonds in an amount sufficient to fund approximately $38 million of projects. Issuance costs in an amount not to exceed $760,000 will be funded from bond proceeds and charged to account QSD-0-0-DBT-DW-EACL, debt administrative costs.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will work with the City and RACM to issue Qualified School Construction Bonds in the form of RACM Lease Revenue Bonds in an amount sufficient to fund approximately $38 million of projects. Payment of the issuance costs will be charged to account ODB00DBTDW-EACL.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to enter into an Intergovernmental Cooperation Agreement with the City and RACM, as attached to the minutes of your

Committee's meeting, to issue Qualified School Construction Bonds in the form of RACM Lease Revenue Bonds in an amount sufficient to fund approximately $38 million of projects, to incur and pay the necessary issuance costs, and authorize the Board President and Superintendent to take such actions as may be necessary to accomplish the purposes of this Board Action and the Intergovernmental Cooperation Agreement and to execute all documents necessary to complete the issuance of the bonds including, without limitation, the Ground Lease, Lease, Bond Purchase Agreement, bond offering documentation and any necessary certificates.

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

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(Item 10) Action on a Request to Approve the First 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. Milwaukee Public Schools and Greater Holy Temple are interested in a long-term lease agreement; however, until such time as the terms and conditions can be negotiated, both parties have agreed that an amendment to the current lease would be acceptable.

The amendment to the lease includes provisions for the following:

- the term shall commence on July 1, 2015, and shall be for an additional (2) years, terminating on June 30, 2017;
- Right of First Refusal: MPS hereby grants to Greater Holy Temple the right of first refusal with respect to the sale of all or any part of the premises;
- the Lease rate shall be $569,417 annually.

Committee's Recommendation

Your Committee recommends that the Board approve the First 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 Committee reports.

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(Item 11) Action on a Resolution, in Accordance with Wisconsin Administrative Code 80.60(3), Stating the Board's Intent and Agreement to Self-Insure for Worker's Compensation Benefits

Background

It is Milwaukee Public Schools' longstanding practice to be self-insured for liability under the Wisconsin Worker's Compensation Act. In order to maintain this self-insured status, Milwaukee Public Schools is required every three years to reapply and provide the Department of Workforce Development with a resolution, passed by its governing body and signed by its chief executive, stating its intent and agreement to self-insure. Wisconsin Administrative Code 80.60(3) imposes this mandate upon all Wisconsin political subdivisions and taxing authorities.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolution to Authorize the Renewal of the Board's Self-Insurance Status at its regular meeting on March 26, 2015:

RESOLUTION TO AUTHORIZE THE RENEWAL OF THE BOARD'S SELF-INSRUANCE STATUS FOR WORKER'S COMPENSATION BENEFITS

WHEREAS, The Milwaukee Board of School Directors (MBSD) is a qualified political Subdivision of the State of Wisconsin; and

WHEREAS, The Wisconsin Worker's Compensation Act (ACT) provides that employers Covered by the Act either insures their liability with worker's compensation insurance Carriers authorized to do business in Wisconsin, or to be exempted (self-insured) from insuring liabilities with a carrier and thereby assuming the responsibility for their own worker's compensation risk and payment; and

WHEREAS, The State and its political subdivisions may self-insure worker's compensation without a special order from the Department of Workforce Development (Department) if they agree to report faithfully all compensable injuries and agree to comply with the ACT and rules of the Department; and

WHEREAS, The MBSD at its March 26, 2015 meeting approved the continuation of the self-insured worker's compensation program, in compliance with Wisconsin Administrative Cose DWD 80.60 (3);

NOW, THEREFORE, BE IT RESOLVED that the MBSD does ordain as follows:

1. Provide for the continuation of a self-insured worker's compensation program that is currently in effect.
2. Authorize the forwarding of certified copies of this resolution to the Worker's Compensation Division, Wisconsin Department of Workforce Development.
3. Comply with the Act and the rules of the Department.
4. Authorize the MBSD, Office of Finance, Procurement and Risk Management to submit the application documents required for renewal of MBSD's self-insurance status for worker's compensation benefits prior to March 31, 2015.

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

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(Item 12) Report and Possible Action on Regional Development

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

Background

This report is an update of the work which the District has undertaken in order to expand strong academic programming and to increase the number of high-performing seats available within Milwaukee Public Schools. Conversations regarding these plans have included Board retreats and meetings, administrative retreats and meetings, parent and community outreach at the district and school levels, and survey work.

Pathways Project Update

In December 2014, the Board approved the establishment of Howard Montessori as a K-6 school and the proposed building additions to Fernwood Montessori School and Maryland Ave School.

Fernwood Montessori: The architect for the addition at Fernwood Montessori School has been selected. It is anticipated that the project will be released for bid in early July 2015. The project will be complete and ready for occupancy in the Fall of 2016.

Maryland Avenue Montessori: The kick-off meeting with the Principal at Maryland Avenue Montessori was held on March 11. The school planning committee will begin working with Facilities and Maintenance to finalize the project's scope. The project is scheduled for occupancy in the Fall of 2017.

King Middle Years/Malcolm-X: The construction contract for the renovations at Malcolm-X was approved by the Board on February 26, 2015. Facilities and Maintenance is also working with the City of Milwaukee on the release of the new RFP for the development of the southern portion of the Malcolm-X site.

A community input session was held at Audubon Middle/High School on March 4 to hear and address the school's concerns. The Administration will not be moving forward on this project.

Planning is underway for the development of the former French Immersion School at South 88th as a second site for an expansion of the District's Spanish Immersion program. A community input session is being scheduled.

Charter School Expansion — Lee School: a draft lease is under review by Universal Companies and Milwaukee Public Schools. Once negotiations are complete, the lease will be brought forward to the Board for approval.

Spotlight Projects

Northwest region Middle-school Expansion — Burroughs site: As a result of the work completed by the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency, the following were identified as priorities for the proposed middle school:

1. creation and expansion of high-performing programs;
2. opportunities for growth and market share;
3. a high-school preparation focus that will lead to college and career readiness.

The District has determined that a dedicated position is required to evaluate the viability of moving forward with implementing the identified priorities for the proposed middle school. In February, the Board approved a request to create position authority to evaluate the viability of developing the proposed school.

Community Cornerstone Projects

In January 2015, the following properties were declared surplus:

1. Wisconsin Avenue (2708 W. Wisconsin Avenue)
2. Wheatley (2442 N. 20th Street)
3. 37th Street (1715 N. 37th Street)
4. Frederick Douglass (3409 N. 37th Street).

Subsequent to the Board's approval, the Administration forwarded a written communication to the City of Milwaukee requesting that it prepare RFPs for the commercial or residential development of the respective sites.

Recreation Facility Master Plan: The full Recreation Facilities Master Plan was presented to the Board in February 2015. The plan outlined a set of city-wide project to be undertaken over the next ten years.

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

Any potential projects identified by the Board will be brought back for consideration and approval. The Administration will continue to work with the school-based community and potential partners to further assess the feasibility of the projects. The actual implementation of individual projects will follow traditional administrative policies and practices related to educational program development, construction contracting, and support-services modifications as necessary.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Milwaukee Education Partnership, of the Board's delegate to the Head Start Policy Council, and of the Board's delegate to CESA #1.

* * * * *

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

The President of the Board presented an overview of his activities on behalf of the Board over the course of the preceding month

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COMMUNICATIONS AND PETITIONS

The Board Clerk presented the following communication for referral to committee:

Communication 1415C-004
by Ms Peggy Dixon

From: Peggy Dixon
Sent: Wednesday, February 25, 2015 12:59 PM
To: Governance
Subject: agenda item

I would like to put something on the school board agenda

I was wondering why when a student gets suspended from school he/she is required to stay home. the student does not learn anything by this for the following reasons:

- He/she may sit at home and watch TV.
- He/she may wonder the streets
- The parent would have to take off work to stay at home with him/her and They are not learning that this is a punishment.

I think if having in school suspension they would realize this is a punishment for whatever he/she did to get a suspension.

They would be required to do school work.

I know that this will cause somebody to have to stay with the student pretty much of the time but maybe some parents/grandparents could volunteer for this.

Thank you for your time

Peggy Dixon

Referred to the Committee on Parent and Community Engagement.

* * * * *

The Board next took up the items that were postponed for consideration at the end of the meeting.

COMMUNICATIONS FROM THE BOARD CLERK

(Item A) Continuation of, with Possible Action on, the Formulation of Strategies Regarding the Potential Sale or Lease of the Properties Located at 4931 N. 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin

(Item B) Continuation of, with Possible Action on, the Formulation of Strategies Related to the Currently Vacant Position of Chief Accountability and Efficiency Officer

In accordance with notice previously given, Director Falk moved that the Board retire to executive session, one, pursuant to Wisconsin Statutes, Section 19.85(1)(e), to formulate strategies regarding the potential sale or lease of the properties located at 4931 North 68th Street and 3517 West Courtland Avenue, Milwaukee, Wisconsin; and two, pursuant to Wisconsin Statutes, Section 19.85(1)(c), and Section 19.85(1)(e), to formulate strategies related to the currently vacant position of Chief Accountability and Efficiency Officer.

The motion prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Spence, Zautke and President Bonds—7.

Noes—None.

The Board retired to executive session at 7:19 PM.

The Board adjourned from executive session at 7:49 PM.

JACQUELINE M. MANN
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 2015

Regular meeting of the Board of School Directors called to order by President Bonds at 6:31 PM.

Present—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Absent—None.

President Bonds requested a moment of silence to commemorate the passing of four Milwaukee Public Schools students:

- Curteah Washington, a 16-year-old student at Alliance School who died of natural causes on April 8, 2015;
- Rasheed Chiles, a 15-year-old student at Banner School of Milwaukee who was shot and killed on April 12, 2015;
- Shanice McClain, a 17-year-old student at Shalom High School who was shot and killed on April 13, 2015; and
- Ricardo Santillan, a 17-year-old student at Riverside University High School who was killed in a traffic accident on April 22, 2015.

AWARDS AND COMMENDATIONS

(Item A) 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:

New Threads of Hope,
Coakley Brothers Company,
C. Coakley Relocation Systems, and
Graebel Moving and Warehouse Corp.

New Threads of Hope facilitated a donation of more than 6,000 items of brand-new, adult-size clothing that helped students at six MPS high schools stay warm during this past winter. New Threads is a local nonprofit that provides new clothing to people in need thanks to manufacturer's and retailer's overstocks, lines from prior seasons, and samples. The donations went to students at Bay View High School, Harry and

Lynde Bradley Technology and Trade High School, James Madison Academic Campus, South Division High School, Harold S. Vincent High School, and Washington High School of Information Technology.

Three local moving companies were partners in carrying this very large donation: Once the clothes were sorted for distribution, C. Coakley Relocation Systems, Coakley Brothers Company, and Graebel Moving and Warehouse Corp. donated their services to transport the donation to the six high schools so that they could be distributed before spring break.

The Milwaukee Board of School Directors recognizes and honors New Threads of Hope, Coakley Brothers Company, C. Coakley Relocation Systems, and Graebel Moving and Warehouse Corp. for their dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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(Item B) Action on the Waiver of Board Rule 1.10(1) and on the Adoption of Proclamations in Recognition of the Service of Meagan Holman and Jeff Spence as Members of the Milwaukee Board of School Directors

Background

At the conclusion of the current Board year on April 28, 2015, Directors Meagan Holman and Jeff Spence will be leaving the Board. Following are two resolutions in recognition of the distinguished service that Directors Spence and Holman have provided to the Board, to the students and parents, and to the staff of MPS during their tenures on the Board.

The Board must suspend Board Rule 1.10(1), regarding the submission of resolutions, in order to take immediate action on these Proclamations. Suspension of a Board Rule requires a recorded affirmative vote of two-thirds of the Board membership.

By consensus, the Board suspended Board Rule 1.10(1) to consider the following resolutions.

Proclamation in Recognition of
Director Jeff Spence
Milwaukee Board of School Directors, 2nd District

WHEREAS, Jeff Spence was first elected to the Milwaukee Board of School Directors in April 1999 to represent the Board's Second District; and

WHEREAS, during his tenure on the Board, Director Spence has advocated for both the physical and emotional health and wellbeing of the students of MPS by proposing such initiatives as a program to encourage Milwaukee Public Schools children to bicycle to and from school and an ongoing communications strategy to recruit members of the MPS community to be foster and adoptive parents; and

WHEREAS, Director Spence has continually advocated for programs and resources for all the district's children, from early childhood programs, to programs for at-risk students, to programs to develop the skills necessary for success in post-secondary education and employment, including the establishment of single-sex public schools, charter schools, and GEDO #2 programs in MPS, and

WHEREAS, Director Spence has campaigned for a clear vision of the purpose and intended outcomes of charter schools and to require proposed charter schools to identify target student populations who are underserved by the current educational options within MPS, research-based best practices and methodologies to be implemented in any proposed charter program, and program-specific objectives

and accountability measures to which the charter schools would agree to be held accountable; and

WHEREAS, Director Spence continually has sought to bring accountability, transparency, and responsiveness to district operations through such avenues as the creation of a program-management-review process as a means of reviewing programs and initiatives against their desired outcomes and an efficient district-wide records-management system; and

WHEREAS, Director Spence has sought to empower the Board to set the example of transparency and accountability by sponsoring resolutions to limit Board members' travel at public expense, to conduct negotiations with recognized bargaining units in public, to establish a Code of Conduct for the Board, and to create processes by which the Board might maintain the highest standards of ethical conduct; and

WHEREAS, Director Spence, in order to increase voter participation and to better focus on educational matters during the majority of the school year, advocated to change the Board's election schedule to the fall of even-numbered years, which would align the Board's elections with higher-turnout elections, such as congressional and presidential elections; and

WHEREAS, Director Spence, having completed 16 years of service as a member of the Board — including two years as President and one year as Vice President — is departing from the Board at the end of his current term; now, therefore, be it

Resolved, That the Milwaukee Board of School Directors extend its sincere appreciation to Director Jeff Spence for his dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent Proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to Director Jeff Spence in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children and parents of the Milwaukee Public Schools.

The resolution was adopted by consensus.

Proclamation in Recognition of
Director Meagan Holman
Milwaukee Board of School Directors, 8th District

WHEREAS, Meagan Holman was elected to the Milwaukee Board of School Directors in April 2011 to represent the Board's Eighth District; and

WHEREAS, Director Holman has worked tirelessly to bring her constituency together through such initiatives as "Believe in Bay View," which ensured community input into planning at Bay View High School and inclusion of parent and neighborhood voices citywide; and

WHEREAS, Director Holman has been a staunch champion of, and advocate for, Montessori education in the Milwaukee Public Schools, having been instrumental in the opening of Howard Avenue Montessori in the Tippecanoe neighborhood and in creating a district-wide Montessori agenda; and

WHEREAS, Throughout her tenure on the Board, Director Holman has sought creative and innovative ways through which to obtain adequate funding for the Milwaukee Public Schools and the communities that the district serves, as represented, in part, by her

sponsorship of a resolution geared toward community involvement and volunteerism and by advocating, at both the state and federal levels, for the elimination of and relief from detrimental aspects of the federal No Child Left Behind (NCLB) legislation, the funding reductions in the Wisconsin State Budget, and other education-reform plans; and

WHEREAS, Director Holman, having completed four years of service as a member of the Board, including the last two years as Vice President, is departing from the Board at the end of her term; now, therefore, be it

Resolved, That the Milwaukee Board of School Directors extend its sincere appreciation to Director Meagan Holman for her dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That resolution be spread upon the permanent Proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to Director Meagan Holman in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children and parents of the Milwaukee Public Schools.

The resolution was adopted by consensus.

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The Board recessed from 7:32 to 7:42 PM.

APPROVAL OF MINUTES

The minutes of the Board's special meeting of March 24, 2015 and the regular meeting of March 26, 2015, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT

(Item A) Communication from the Superintendent of Schools: Monthly Report

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late February through mid-March follow.

Meeting with President Obama and the Council of the Great City Schools Legislative/Policy Conference

Director Falk, Gerard Randall and I attended the Council of the Great City Schools Legislative/Policy Conference in Washington, DC. I had the opportunity to meet with President Obama, along with 10 other urban school district leaders from the CGCS and the group's executive director.

This allowed me to share with President Obama many of the wonderful things we are doing to support our students. Such as, partnering with the GE Foundation to develop scalable and sustainable in-house models of innovative learning that can now share best practices with other schools. I also spoke about our efforts to implement the rigorous Common Core State Standards and to increase the integration of science, technology, engineering and math. We talked how we are beginning to work with the College Board to improve outcomes for our young men of color through the president's My Brother's Keeper initiative.

On the whole, our message as a group was that urban districts are making steady progress and implementing efforts to accelerate that growth. Any effort to shift funds from high-need districts to less needy schools — as some ESEA reauthorization proposals would — risks reversing that progress. The President was very engaged and it was obvious that he supports our efforts on many levels.

Strategic Objectives

Our work continues with the white paper process. When they are completed, we will have a solid plan designed to better support our students in their educational experiences in Milwaukee Public Schools. My staff and I continue to meet on budget preparations and the eight strategic objectives.

As part of this process, we held a series of Listening Sessions at various locations throughout the district that focused on MPS strategic objectives to improve student achievement. They were well-attended, and we received valuable feedback which will be useful as we develop the White Papers.

The Eight Strategic Objectives are:

- Re-envisioning Partnerships
- Redefining the MPS Experience
- Rethinking High Schools
- Workforce Development
- Closing the GAP
- Organizational Processes
- Community Outreach/Communication
- Educating the Whole Child

Other Activities

We held our monthly Leadership Institute. The sessions this month focused on the school budgets and the budget process. I will be meeting with principals to discuss their individual school needs.

All school-based budgets have been turned in, and I look forward to the upcoming budget carousels.

Earlier in the month, I joined the superintendents from the Council of the Great City Schools in a meeting with Secretary Arne Duncan to talk about the proposed federal funding cuts to urban schools. The nation's urban public schools stand to lose some $615 million in federal Title I aid under a congressional proposal to reauthorize the Elementary and Secondary Education Act (ESEA) according to an analysis conducted by the Council of the Great City Schools. This proposal would negatively impact nearly all urban school districts.

I joined other education leaders to provide testimony to the Joint Committee on Finance. I highlighted the positive steps that MPS has taken to restore crucial teaching positions to schools and discussed the fact that early indicators of improved student achievement demonstrate that the Commitment Schools effort is bearing fruit. I called on the Joint Committee on Finance to assist schools across the state by investing in education and asked them to return to the bi-partisan policy of providing funding increases that matched the rate of inflation. I expressed concern that the proposed cuts to education would unwind the positive work being done in the district, I suggested that the people of Wisconsin, if given the choice, would prefer to see the $150 per pupil cut restored to schools rather than receive a $5 property tax reduction.

I met with Fire Chief Aaron Lipski and the crew at the 7th & Wells Fire Station. The MFD has been a great supporter of MPS through their coat collection, Survive Alive House, and various other programs that teach our children fire safety. They also have the Fire Cadet program where our students can attend immediately after high school and become full-fledged firefighters upon their 21st birthday.

Chancellor Mone, President Martin and I (M3 — Partners Aligning Forces to Ensure Pathways to Student Success) met to work on a proposal to combine and leverage the efforts of MPS, MATC and UWM, to close the achievement and completion gaps. Together, we will create a road map for students that

leads to a seamless transition from high school to higher education, resulting in needed skills, income, and social equity for our citizens and the human capital for our region.

The Milwaukee Business Journal hosted their 40 Under 40 celebration, where I was recognized. The MPS Foundation graciously bought a table for the MPS Senior Team so they could join in this celebration with me.

I met with the principal of North Division and members of my administrative team to discuss the "new North."

I spoke to the Astor Street Regulars. This is a group of retired and working professionals. One of the major points of my talk was on retirees giving back by volunteering in our schools.

As a result of the educational meeting that President Bonds and Dr. Fuller hosted on February 2, separate committees were developed. I am the chair of the Attendance and Reciprocity Committee. We held our first meeting this month.

I met with Dan Keegan, Executive Director of the Milwaukee Art Museum and took a tour of the facilities. We already have partnership programs with the museum and would like to expand them.

President Martin, Chancellor Mone and I (M3) participated in a phone conference with Julia Taylor from the Greater Milwaukee Committee, John Daniels and Fran Croak to discuss the direction of Bradley Tech. The M3 group is taking a leading role in the Bradley Tech Commission. MATC is updating their model to add youth apprenticeships and mechatronics to manufacturing, as well as the potential to transfer to UWM. Bradley Tech could/should be the showcase for the initiatives that are important to the business community and state leaders.

February was Heart Health Month--MPS partnered with the American Heart Association to provide our "Wellness For You" campaign. As a culminating activity during my monthly address of central employees, it was nice seeing so many individuals wearing their "Life is Why" t-shirts and participating in our Jump Rope for Heart activities, which included something for all levels of fitness and interest. I am proud to say that we raised over $1,000 through the sales of the t-shirts. Proceeds will support the district's Jump Rope for Heart Initiative.

In addition to the heart healthy activities and "Life is Why" video, we featured the Office of Operations. A highlight was recognizing those individuals serving on the FY16 and FY17 Biennial Budget and Operational Planning Team, White Paper Leads and the Sponsors. These individuals all received "GEM" awards for "Going the Extra Mile."

My staff, led by Ann Terrell, facilitated the quarterly meeting of the Executive Leadership of the Milwaukee Integrated Data Hub. The meeting participants included Mayor Barrett, County Executive Chris Abele, DA John Chisholm, Wisconsin Department of Children and Families Secretary Eloise Anderson, Health Department Commissioner Bevan Baker and representation from Dr. Tony Evers' Office. The agenda included data integration, business plan and funding updates, and the data sharing agreements. The next meeting will be in April.

We had a week-long visit with the group from the Panasonic Foundation. They started with a tour to get a feel for our community context. There was an orientation dinner meeting to introduce the Panasonic Foundation members to my cabinet, school board members, and leaders of the collective bargaining units. They spent two days on school visits and individual conversations with key MPS staff and held small group meetings with my cabinet. They also held several group meetings with a diverse group of parents, teachers, community partners, principals, and elected officials. I will keep you apprised in the upcoming months on their findings.

Grant Elementary School was the site for the MPS HeartSafe Schools Ten Years of Saving Lives with Project ADAM, CHW. Since the inception of the MPS AED Program in 2004, there have been seven lives saved by the use of CPR/AED including two children, aged 11 and 12. Grant Elementary was chosen for this event because one of its students, Maria Acevedo, was saved by the use of CPR/AED.

Lowell Elementary is moving forward with their candidacy for an authorized IB Primary Years Programme. Earlier this month, they had their visit from IB as part of their evaluation process. Besides meeting with me, the evaluation team met with teachers, parents and a variety of Lowell's stakeholders.

I met with the Athletic Directors at their monthly meeting. It was good to get their perspective on ways we can get all students involved in some sort of athletic activity.

I met with the executive directors of Safe and Sound. The intent of the meeting was to figure out how Safe and Sound can best serve the safety needs of our schools and their surrounding neighborhoods. They are currently targeting their resources in eight high-crime neighborhoods.

The 26th Annual MPS Health & Hygiene Drive will run from April 6 through June 5, 2015. Each year, the district joins with AFL-CIO Community Services Committee and Milwaukee Area Labor Council AFL-CIO to gather items for distribution to nearly two dozen homeless shelters. The spring is especially difficult for the shelters as donations of health and hygiene items drop off and many of the shelters struggle due to continued budget cuts.

Over 75 MPS sites began their eight-week, group exercise sessions! Over 500 staff members are taking yoga, zumba, Triple Threat, Boot Camp, Pilates, Tai Chi, and much more!

Earlier this week, the Department of Research and Development held the Research Review, Attendance: The Key to High School Completion. Marc Sanders, Research Manager, Dr. John Hill, Director of College and Career Readiness, and Karen Horn, School Social Worker, discussed the differences between high school completers and non-completers. One of the key differences discovered in the analysis involved the number of school days attended. Discussion focused on how these results impact high-school completion and the district's persistent attendance problem.

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

(Item 1) Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The Board Clerk presented 25 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Holman moved to accept the reports of the Independent Hearing Officers of March 27, 30, and 31, 2015, and April 1, 2, 13, 14, 15, 16, 17, 20, and 21, 2015.

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

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 1 of the report of the Committee on Student Achievement and School Innovation: a charter school proposal for the Milwaukee Excellence Charter School.

On the motion of Director Holman, the balance of the reports of the Standing Committees was approved, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Spence, Woodward, Zautke, and President Bonds—9.

Noes—None.

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Zautke 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 a Hearing Given on Communication 1415C-004 from Ms Peggy Dixon in Support of In-school Suspensions

Background

On February 25, 2015, the Office of Board Governance received Communication 1415C-004 from Ms Peggy Dixon requesting a hearing in support of in-school suspensions.

At its regular monthly meeting on March 26, 2015, the Board referred this communication to its Committee on Parent and Community Engagement.

Committee's Report

Your Committee reports having given hearing to Ms Peggy Dixon and other interested parties. Although this item has been noticed for possible action, no action is required.

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(Item 2) Action on a Request to Enter into Summer Contracts for 21st Century Community Learning Centers (CLCs)

Background

This summer, the District is working collaboratively with nine (9) community-based organizations to provide comprehensive summer learning programs for 50 elementary, middle-, and high-school CLCs. The Summer CLC program will operate between June 22, 2015, and August 28, 2015.

The Summer CLC program fills a huge void left in the City when the school year ends in June. The collaboration among the MPS Summer School Office and Milwaukee-area community-based organizations exposes youth enrolled in the summer CLC programs to engaging enrichment activities and the academic support they need during the summer months.

Fiscal Impact Statement

This item authorizes total expenditures of $1,820,000 from the following accounts:

- CSV-0-0-CNR-XX*-ECTS $1,580,000 (FY15 Extension Fund, Contracted Services)
- DTI-0-S-W25-RC-ECTS $240,000 (Wisconsin Shares Grant Fund, Contracted Services)

**appropriate site locations will be determined upon approval by the Board.*

Implementation and Assessment Plan

The Director of the Department of Recreation and Community Services, or a designee, will monitor each agency's compliance with the contract and manage the reimbursements of expenditures. Program evaluations will be required from each agency.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to enter into summer contracts for 21st Century Community Learning Centers (CLCs) for the total amount of $1,820,000, as provided 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 3) Report and Possible Action on District Parental Engagement Activities

Background

Milwaukee Public Schools is committed to increasing parental engagement throughout the District, and the Office of Family and Student Services will continue to assist schools with resources to:

- guide parental engagement strategies and activities;
- guide parents who are interested in helping with parental engagement at their children's schools; and
- provide tips for helping to increase student achievement and to support children at home.

Please refer to the attachments (provided under separate cover) for a detailed description of parental engagement activities for the month.

Committee's Report

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

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(Item 4) Report and Possible Action on the District's Organizational Strategies Listening Sessions

Background

Beginning in late February, nine listening sessions associated with the organizational strategies and corresponding strategic-objective papers took place throughout the city from 6:00 until 7:30 p.m. at the following locations: Obama School of Career and Technical Education, Riverside University High School, Milwaukee High School of the Arts, Morse-Marshall for the Gifted and Talented, Vincent High School, Bay View High School, South Division High School, MacDowell Montessori School, and Elm Creative Arts School.

The eight organizational strategies were identified by the Superintendent, and are aligned to the district's goals:

- Student Achievement,
- Student, Family, and Community Engagement,
- Effective and Efficient Operations.

The objective of the listening sessions was to provide individuals an opportunity to learn more about, and provide feedback on, the eight organization-wide strategies and corresponding strategic-objective papers. They were well-attended, with nearly 600 stakeholders having participated. See attached descriptions (under separate cover).

The Administration is utilizing the feedback gathered from the listening sessions to refine our work and to inform the overall operational planning and budget processes. This work will ultimately provide strategies and action steps for the district's Strategic Plan.

To accomplish this alignment with the district's Strategic Plan and for use in operational planning and budget decision making, the Operational Planning Support Team (OPST) team will compile draft action plans for the strategic objective papers.

The OPST team will work with the Superintendent and sponsors to develop Board updates on the strategic papers and next steps.

Committee's Report

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

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(Item 5) Report and Possible Action on the My Brother's Keeper Initiative

Background

In September 2014, President Barack Obama issued a challenge to cities across the country to improve the lives of boys and men of color. The My Brother's Keeper initiative is a comprehensive, cradle-to-career strategy that identifies six focus areas for success:

1. Attending School Ready to Learn
2. Reading at Grade Level by Third Grade
3. Graduating from High School Ready for College and Career
4. Completing College Education or Training
5. Entering the Workforce
6. Reducing Violence and Providing Second Chances

Milwaukee Public Schools recognizes the challenges Milwaukee's boys and men of color face. The district joined the My Brother's Keeper effort and is collaborating with other branches of government, local businesses and community organizations to increase the number of males of color who are succeeding academically and socially in our schools.

Committee's Recommendation

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

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Miller 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 Charter School Proposal for Milwaukee Excellence Charter School

Background

On January 2, 2015, Mr. Maurice Thomas submitted a proposal for the creation of Milwaukee Excellence Charter School as a non-instrumentality charter school that would serve approximately 120 students in the first year and up to a maximum capacity of 600 students in subsequent years. The school is proposing to open in the fall of the 2016-2017 school year with grade 5 and to add one additional grade level in each subsequent year.

On February 23, 2015, the Charter School Review Panel met to review the Milwaukee Excellence Charter School proposal. At that meeting, the charter school's development team, led by Mr. Maurice Thomas, presented an outline of the framework for the proposed charter school.

On March 30, 2015, the Charter School Review Panel convened to make a recommendation on the Milwaukee Excellence Charter School's concept. After careful review, the MPS Charter School Review Panel, through consensus, recommends that the Milwaukee Excellence Charter School's proposal be considered for a MPS charter school. Some of the factors contributing to this recommendation are:

- identified areas of innovation, including the 5-12-grade model, longer school day, provision of more meals throughout the day, building culture with one grade at a time, Saturday opportunities, and home visits;
- teacher observation and feedback model and robust professional development plan;
- focus on math and literacy, with assessment methods that exceed state and district standards; and
- administrative supports, including a clear delineation between the role of the Executive Director and the role of the Board of Trustees.

Pursuant to Administrative Procedure 9.12, Charter School Petitions and Proposals, "MPS charter school petitions and proposals must conform to all of the requirements specified in sec. 118.40 of the Wisconsin Statutes and MPS Administrative Policy 9.12." The Charter School Review Panel has determined that all such requirements have been met. The Panel did note, however, that while the Milwaukee Excellence Charter School development team had described a facility for consideration, the final determination of a suitable facility must be satisfied prior to execution of a charter school contract.

Committee's Recommendation

Your Committee recommends that the Board place this item on file.

Director Spence moved to approve the recommendation of the Charter School Review Panel.

President Bonds moved a substitute: to approve the concept of the Milwaukee Excellence Charter School to open in the Fall of 2016 offering grades 6 through 12 in the Edison Building, and to authorize the administration to begin contract negotiations with the contingency that the school implements the MPS discipline policy.

The substitute failed of adoption on a tie vote:

Ayes—Directors Holman, Spence, Zautke and President Bonds—4.

Noes—Directors Falk, Joseph, Miller and Woodward—4.

Voting "present"—Director Sain—1.

Director Falk moved to send the item back to Committee.

The motion to refer prevailed, the vote being as follows:

Ayes—Directors Falk, Holman, Joseph, Miller, Sain, Woodward, Zautke, and President Bonds—8.

Noes—Director Spence—1.

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(Item 2) Report and Possible Action on Commitment Schools/Low-Performing Schools

Background

As a District Identified for Improvement, Milwaukee Public Schools (MPS) is charged with accelerating achievement for all schools across the district. The district's vision is to transform the persistently low-performing schools (LPS) into high-performing schools by implementing rigorous academic and behavioral interventions and dramatically increasing the resources so students are college- and career-ready.

Community Schools is a strategy that supports student achievement, revitalizes neighborhoods, and maximizes the community's return on its financial investments. These schools act as hubs for community services, providing not only educational programming but access for students, families, and community to health, safety, and social services, as well as recreational and cultural opportunities. The foundational element of the initiative is the engagement of each school and its surrounding neighborhood in the planning, implementation, and ongoing governance of its community school. Another key principle is that all partnerships must be financially self-sustaining without dependence upon the school's budget.

This month the Administration is providing an update on the Community Schools model.

Fiscal Impact Statement

This item does not allocate expenditures.

Implementation and Assessment Plan

The Office of Innovation will plan additional supports as specific needs related to instructional support, professional development, and operations are identified.

Committee's Report

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

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(Item 3) Report and Possible Action on the MPS Fine Arts Expansion Plan

Background

Arts education is vital to a child's complete educational experience. The arts are an integral part of a high-quality, engaging, and effective learning environment for children. The MPS Arts Expansion Plan is founded on the evidence that a high-quality arts education can promote student and parent engagement, positively impact a school's climate and culture, foster strong social emotional development, and increase academic achievement.

MPS is poised to strategically implement arts-education programming in order to redefine the MPS experience for students, families, staff, and community partners. The district has made strong investments and has shown a commitment to arts education by increasing funding in the 2012-13 and 2013-14 school years for art and music at the elementary and middle-school levels, as well as by the allocation of funds

through the MPS Partnership for the Arts and Humanities. The MPS Fine Arts Expansion Plan provides a framework for maximizing these investments.

There are several critical factors that make this the right time to redefine the MPS experience through the arts. District leadership and advocacy is strong and will be integral to gaining the internal and external support of all stakeholders. The Milwaukee Arts Education Expansion Initiative is a city-wide collaborative of community arts partners and institutions working together to more efficiently and effectively serve students through arts-education experiences. This initiative will be invaluable in building the capacity of our community partners and positioning them to support arts education in MPS. Lastly, our community partners and institutions of higher learning have recently received strong national investments, including a grant from the Margaret A. Cargill Foundation, to support the recruitment, training, and support of visual-art educators.

Fiscal Impact Statement

Many of the initial action steps of the Expansion Plan require only the re-purposing and restructuring of existing resources in the district. Next steps will include developing internal and external funding strategies through the MPS Foundation.

Implementation and Assessment Plan

- Participation in the Milwaukee Arts Education Expansion Initiative to facilitate strong partnerships that distribute specialized arts services equitably to all students across the district.
- Strengthening of the Fine Arts Education Fund in the MPS Foundation
- Collection and analysis of baseline data at the school, district, and community levels to understand the landscape of current arts offerings and resources in MPS
- Inventorying of fine arts resources in order to equitably allocate existing resources
- Improvement in recruitment, hiring, and placement of arts educators
- Improvement in professional development practices to strengthen the cohort of arts educators
- Design of a sequential curriculum for the arts disciplines (music, art, dance, theatre) aligned to the National Core Arts Standards
- Definition of a standard of service of arts instruction for all students that will be measured on the School Improvement Plan (SIP).

Committee's Report

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

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(Item 4) Report and Possible Action on Mid-Year Student Achievement Data

Background

This presentation will review student-achievement data that have become available this winter. Measure of Academic Progress (MAP) data will be provided that indicate we are on track to meeting the District Improvement Goal of decreasing the student achievement gap in reading and math by 5%. We have met or exceeded this goal in reading in grades K, 3, 4, 5, and 6. We are narrowing the gap in grade 7, but have not met the 5% goal yet. In math, we have met the 5% goal in grades K, 2, and 3, and we have narrowed the gap in grade 6 slightly. Spring student MAP data will be available in late June.

Data from the National Student Clearinghouse (NSC) indicate that the district has had, on average, 45% of its graduates enter post-secondary institutions in the fall after graduation. NSC tracks student entry, continued enrollment, and graduation from 2- and 4-year institutions. The NSC does not track students who go into the workforce, military, apprenticeships, or other certificate programs. MPS students most frequently enroll at University of Wisconsin-Milwaukee.

Wisconsin Knowledge and Concepts Examinations were given to student in 4th, 8th, and 10th grades this fall. Results, which had been embargoed until April 14, have now been included in the attachment to this item.

Committee's Recommendation

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

Fiscal Impact Statement

No fiscal impact

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COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Spence 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, Classified Retirements, and Affirmative Action Report.

Classified Transactions

	Name and Assignment	Position and Salary	Date
		New Hires	
2	Michael Fowler	Building Service Helper I $11.13 per hour	03/16/2015
2	Kevin Jackson	Building Service Helper I $11.13 per hour	03/02/2015
2	Linda Johnson	Building Service Helper I $11.13 per hour	03/02/2015
2	Tyshonza Johnson	Building Service Helper I $11.13 per hour	03/16/2015
2	Kevin Lackey	Building Service Helper I $11.13 per hour	03/16/2015
2	Nickey Lieblein	Building Service Helper I $11.13 per hour	03/16/2015
5	Troy Paddock	Building Service Helper I $11.13 per hour	03/02/2015
2	Betty Ross	Building Service Helper I $11.13 per hour	03/02/2015
2	Charles Stevens	Building Service Helper I $11.13 per hour	03/16/2015
2	Zenobia Travis	Building Service Helper I $11.13 per hour	03/16/2015
2	Antoinette Wade	Boiler Attendant Trainee $31,899.66	03/16/2015

5	Scott Sullivan	Boiler Attendant Trainee $31,899.66	03/16/2015
5	Katherine Martinez	Children's Health Assistant $16,662.81	03/06/2015
2	Gregory Wesley	Food Service Assistant $10.81 per hour	03/19/2015
2	Dion Britton	Para Ed Assistant $17,823.69	03/23/2015
4	Hazel Cespedes	Para Ed Assistant $17,823.69	03/16/2015
4	Teresa Cruz	Para Ed Assistant $17,823.69	03/02/2015
2	Natasha Edwards	Para Ed Assistant $17,823.69	03/23/2015
2	Keith Ewing	Para Ed Assistant $17,823.69	02/24/2015
2	Sara Garner	Para Ed Assistant $17,823.69	03/19/2015
4	Gabriela Goldwire	Para Ed Assistant $17,823.69	03/09/2015
4	Mayra Gomez	Para Ed Assistant $17,823.69	03/18/2015
5	Ian Hawley	Para Ed Assistant $17,823.69	03/10/2015
2	Joseph Hemphill	Para Ed Assistant $17,823.69	03/16/2015
2	Brandy Lee	Para Ed Assistant $17,823.69	03/09/2015
5	Emily Matitz	Para Ed Assistant $17,823.69	03/02/2015
2	Jazmine McCollum	Para Ed Assistant $17,823.69	03/02/2015
4	Estee Ocampo	Para Ed Assistant $17,823.69	03/18/2015
4	Maritza Pequeno	Para Ed Assistant $17,823.69	03/12/2015
2	Candle Purifoy	Para Ed Assistant $17,823.69	03/09/2015
4	Giselle Remolina	Para Ed Assistant $17,823.69	03/09/2015
2	Pange Tshabu	Para Ed Assistant $17,823.69	03/03/2015
2	Delores Young	Para Ed Assistant $17,823.69	03/03/2015
2	Ebony Bivens	Para Ed Assistant — Year-round $17,823.69	03/02/2015
2	Sheila Holmes	Para Ed Assistant — Year-round $17,823.69	03/02/2015
2	Angela Williams	Para Ed Assistant — Year-round $17,823.69	03/04/2015
2	Quiana Davis	School Nursing Associate $26,588.00	03/02/2015
2	Devin Sims	School Nursing Associate $26,195.00	03/02/2015
2	Keena Dortch	School Safety Assistant $22,206.57	03/02/2015

2	Anthony Dowery	School Safety Assistant $22,206.57	03/02/2015
2	Liandra Dyess	School Safety Assistant $22,206.57	03/02/2015
2	Regina Franklin	School Safety Assistant $22,206.57	03/02/2015
5	Lori Golden	School Safety Assistant $22,206.57	03/02/2015
2	Rosalyn Roby	School Safety Assistant $22,206.57	03/02/2015
2	Jasmine Floyd	School Secretary I — 10-month $22,445.64	03/09/2015
2	Calandria Duncan	School Secretary I — Year-round $24,477.00	03/09/2015
5	Michael Rooney	School Kitchen Manager Trainee $11.62 per hour	03/02/2015

Promotions

5	Daryl Condon	Boiler Attendant Trainee $33,323.68	03/02/2015
1	Gregory Boivin	Carpenter Chargeman $33.93 per hour	03/23/2015
5	Michael Greenmeier	Laborer Chargeman $29.21 per hour	03/23/2015
2	Jerry Houston	Para Ed Assistant $17,823.69	03/04/2015
2	Sally Yeldell	Para Ed Assistant $18,335.03	03/02/2015
5	Todd Mabbett	School Engineer II $44,141.50	03/16/2015
5	Daniel Waraxa	School Engineer II $44,141.50	03/16/2015
5	Daniel Metz	School Engineer IV $62,218.78	03/02/2015
2	Jim Washington	School Engineer IV $62,218.78	03/02/2015
2	Alonzo Williams	Steamfitter Chargeman $42.61 per hour	03/23/2015

Rehires

2	Clarence McDowell	Boiler Attendant $42,220.40	03/16/2015
2	Charawn Fells	Para Ed Assistant $17,823.69	03/03/2015
2	Samara White	Para Ed Assistant $17,823.69	03/16/2015

Certification Appointments: Teachers — Traditional Calendar

Ethnic Code	Teachers	Division	Salary	Start Date
5,nr	Cournia, Shane Health & Phy Ed	B	$46,800.00	2/25/2015
2,r	Glover, LaRon Special Ed Multicategorical	B	$41,200.00	3/9/2015

5,a,r	Kasprzak, Alexandria SAGE	C	$51,400.00	3/9/2015
5,nr	Ruchalski, Katherine Art	B	$41,200.00	3/2/2015
5,nr	Sheahan, Katelyn Multicategorical Comp Sen	B	$41,200.00	3/30/2015
5,r	Stoeve, Ross Cat Eng Mid	B	$41,200.00	03/30/15
5,nr	Walman, Gabrhael Kindergarten (4-year-olds)	B	$41,200.00	3/30/2015
2,a,nr	Whitley, Wendy English	C	$65,200.00	3/9/2015
1,a,r	Williams, Joandy Gen Elem & K8 — All Grades	B	$65,200.00	4/10/15
5,nr	Wilson, Katherine Art	B	$41,200.00	03/09/15

Certificated Appointments — School Social Worker

5,r	Harmon, Tauni Social Work	2A	$51,347.00	3/9/2015

Codes

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents

COUNTS

(1) Native American 1
(2) African American 2
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 0
(5) White 8
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 5
Females 6

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave Ext., January 2015		
Christine Fiedler	Currently on Leave	December 1, 2014
Colleen Hallman	Currently on Leave	January 24, 2015
Amy Brown	Currently on Leave	January 1, 2015
Sonja Moore-Hazelwood	Currently on Leave	January 5, 2015
Illness Leave, January 2015		
Margaret Byrd	Administration	January 18, 2015
Katie Ross-Houston	Currently on Leave	January 20, 2015
Keri Sutton	Currently on Leave	January 6, 2015
Daniel Anderson	Administration	January 22, 2015
Illness Leave, February 2015		
Jessica Buss	Currently on Leave	January 5, 2015
Illness Leave, March 2015		
Diana Jones	Currently on Leave	March 1, 2015
Lauren Brannstrom	Hi-Mount	March 12, 2015
Dr. Miriam Guttman	Maple Tree	March 20, 2015

Illness Leave, April 2015		
Joseph Henry Gayle	Hamilton High	April 14, 2015
Personal Leave Ext., January 2015		
Bonnie Brusky	Currently on Leave	August 27, 2014
Personal Leave, February 2015		
Michelle Luedtke	February 9, 2015	
Veronica Lara	Lincoln/Hayes	February 23, 2015
Artealia Mabon	Engleburg/Parkview	February 23, 2015
Lori Reed	Carver Academy	February 9, 2015
Stacey Smith	Currently on Leave	February 17, 2015
Personal Leave, March 2015		
Jessica Buss	Currently on Leave	February 9, 2015
Inge D. Hansen-Thiel	Bay View	March 17, 2015
Cesar Paredes	Currently on Leave	March 30, 2015
Personal Leave, April 2015		
Ava Holdman	Milwaukee German Immersion	April 2, 2015
Personal Leave, July 2015		
Jennifer Maederer	Keefe Avenue	July 2015
Personal Leave, August 2015		
Maxine Salpeter	Cass Street	August 2015

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.2	5	Steven Agg	Teacher	Pulaski	03/19/15
Personal	17.5	2	Margaret Byrd	Coordinator	Central Svcs	03/18/15
Personal	7.7	5	Stephanie Chiarelli	Teacher	King Elem	03/11/15
Personal	2.0	5	Ashley Grayson	Teacher	Reagan HS	05/27/15
Personal	19.0	5	Douglas Kloss	Audiologist	Central Svcs	04/02/15
Personal	17.4	2	Tamiko Obregon	Teacher	Meir	03/10/15
Personal	6.0	2	Darnise Williams	Nurse	Central Svcs	03/06/15

Classified Retirements

Reason	Yrs Svc	Eth Code	Effective Name	Position	Location	Date
Retire	13.0	5	Perrin Michalos	Para	Bradley Tech	03/05/15
Retire	30.4	2	Uneta Rouse Rhodes	Specialist	Central Svcs	03/26/15

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April is attached to the minutes of your Committee's meeting. This is an informational report which reflects data from prior month(s). No action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the individuals to be promoted or appointed as listed above for classified personnel transactions, certificated appointments, and leaves of absences, to be effective upon approval of the Board.

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

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(Item 2) Action on 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

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

(2)(r)	Stephanie Maney	GEF Project Director Office of the Chief Innovation Officer	Schedule 03, Range 14A $114,439.00
(2)(r)	Joe`Mar Hooper	Director Business & Community Partnerships Office of the Superintendent	Schedule 03, Range 14A $98,011.00
(3)(r)	Mohammed Abdullah	Manager- General Accounting Operations Office of the Chief Financial Officer	Schedule 03, Range 12A $97,304.00
(5)(r)	Ashley Adsit	Grants Specialist Office of the Chief Innovation Officer	Schedule 03, Range 08A $67,186.00
(5)(r)	Michael Dahl	Recreation Supervisor Office of the Chief Operations Officer	Schedule 03, Range 07A $59,211.00
(5)(nr)	Nicholas Spence	Recreation Supervisor Office of the Chief Operations Officer	Schedule 03, Range 07A $59,211.00

Note: The above recommendations are for positions that have been approved in the FY15 budget.

Recommended Reassignments

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

(5)(r)	Gina Spang	Interim Chief Operations Officer Chief Operations Officer	Schedule 03, Range 17A $132,162.00
(5)(r)	Michael Turza	Sr. Director, Performance & Quality Manager Office of the Superintendent	 Schedule 03 Range 16A $132,162.00
(5)(r)	Lauren Thompson	Program Planning Assistant Office of the Chief Academic Officer	Schedule 03, Range 02A $45,760.00
(2)(r)	Camille Pierce	Program Planning Assistant Office of the Chief Academic Officer	Schedule 03, Range 02A $41,600.00

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):

(4)(r)	Dr. Hector Laboy	LTE Acting Principal Office of the Chief School Administration 3/2/15 to 6/19/15	$40.00/hr
(2)(r)	Mario Wells	LTE HR Systems Administrator Office of the Chief Human Capital Officer 4/6/15 to 6/30/15	$38.00/hr
(2)(r)	Katherine Sartin	LTE Leave Administration Assistant Office of the Chief Human Capital Officer 2/23/15 to 6/30/15	$27.98
(2)(r)	Bonica Voss	LTE Leave Administration Assistant II Office of the Chief Human Capital Officer 4/8/15 to 6/30/15	$25.00/hr

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: Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Monthly Reports

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

Donations

School	Donor	Amount	Gift or Purpose
Allen-Field	Cindy Morgan	$1,000.00	Holiday Presents
Allen-Field	Sara Lenneitz	$125.00	Holiday Presents
Allen-Field	PPG Industries Foundation	$1,000.00	Monetary Donation — STEM materials
Allen-Field	PPG Industries Foundation	$1,000.00	Monetary Donation — Literacy materials
Allen-Field	PPG Industries Foundation	$1,000.00	Monetary Donation — Literacy materials
Allen-Field	PPG Industries Foundation	$1,000.00	Monetary Donation — School Climate
Alliance	Target — Take Charge of Education	$30.19	Monetary Donation
Alliance	Plymouth Church of Milwaukee	$178.55	Monetary Donation — Joyous Noise Offering
Alliance	Julia Kleppin	$20.00	Monetary Donation
Alliance	Andrew Stillman	$100.00	Monetary Donation
Alliance	Rick Boyd	$50.00	Monetary Donation
Alliance	Carlos Rodriguez	$100.00	Monetary Donation
Alliance	April Callert	$100.00	Monetary Donation
Alliance	Kevin DuValle	$50.00	Monetary Donation
Alliance	Jane Audette	$100.00	Monetary Donation
Alliance	Mary MacArthur	$50.00	Monetary Donation
Alliance	Greater Milwaukee Foundation, Inc.	$250.00	Monetary Donation
Alliance	Bruce & Lynn Redlin	$100.00	Monetary Donation
Alliance	Elna Hickson	$25.00	Monetary Donation
Alliance	Martin Huennekens & Nicholas Lenus	$450.00	Monetary Donation
Alliance	Michael Spooner	$50.00	Monetary Donation
Alliance	Pamela Fuhry Adams	$50.00	Monetary Donation

School	Donor	Amount	Gift or Purpose
Alliance	Stephen & Paula Strother	$50.00	Monetary Donation
Alliance	Stephen Zilli	$100.00	Monetary Donation
Alliance	Alice Ambrowiak	$150.00	Monetary Donation
Alliance	Matthew Hurlburt	$100.00	Monetary Donation
Alliance	Thomas Heunley	$100.00	Monetary Donation
Alliance	Peter Promersberger	$100.00	Monetary Donation
Alliance	Stewart Morrisey	$100.00	Monetary Donation
Alliance	Heather Sibley	$100.00	Monetary Donation
Alliance	Shaunta Holmes	$50.00	Monetary Donation
Alliance	Barton Smith	$50.00	Monetary Donation
Alliance	Daniel Wolf	$50.00	Monetary Donation
Alliance	Salvatore Zizzo	$50.00	Monetary Donation
Alliance	Christian Eichenlaub	$50.00	Monetary Donation
Alliance	Alan Rentmeester	$50.00	Monetary Donation
Alliance	Jasmine Jolitz	$35.00	Monetary Donation
Alliance	Brett Timmerman	$200.00	Monetary Donation
Alliance	Velvet Moore	$100.00	Monetary Donation
Alliance	Tina Owen	$100.00	Monetary Donation
Alliance	Cream City Foundation	$3,000.00	Monetary Donation — Art supplies
Audubon Middle	Jennifer Mandel	$170.00	One Beats Solo Headphone
Barbee	African American Children's Theatre	$6,272.16	Monetary Donation — Arts Grant
Burbank	Donorschoose.org	$414.00	Writing Journals
Burbank	Donorschoose.org	$340.00	Financial Literacy Books
Burdick	Steren Management Company, Inc.	$760.00	McDonald's Food Coupons
Cass	Target — Take Charge of Education	$28.14	Monetary Donation
Community	Brewery Credit Union	$50.00	Monetary Donation — Athletics Program
Congress	Target — Take Charge of Education	$90.63	Monetary Donation
Craig	PPG Industries	$1,000.00	Monetary Donation — paint supplies
Elm	Target — Take Charge of Education	$123.13	Monetary Donation
Engleburg	Wells Fargo Bank	$60.00	Monetary Donation
Engleburg	Wells Fargo Bank	$60.00	Monetary Donation
Fernwood Montessori	Compost Crusader, LLC	$2,420.00	Compost-Recycling Station and Compost Training
Fernwood Montessori	Target — Take Charge of Education	$697.92	Monetary Donation
Fratney	Target — Take Charge of Education	$137.46	Monetary Donation
Fratney	Paul Schmitz	$250.00	Monetary Donation — School Events
Gaenslen	McGinnity Family Foundation, Inc.	$990.00	Monetary Donation — Gaenslen Garden
Gaenslen	Target — Take Charge of Education	$47.17	Monetary Donation
German Immersion	Heins Family	$700.00	Monetary Donation

School	Donor	Amount	Gift or Purpose
Grant	General Mills — Box Tops for Education	$237.80	Monetary Donation — classroom material
Grant	Target — Take Charge of Education	$84.81	Monetary Donation
Holmes	Target — Take Charge of Education	$31.38	Monetary Donation
Holmes	Manpower Group's Multicultural Employee Resource Group	$100.00	Monetary Donation
Kilbourn	Donorschoose.org	$197.00	Nutrition Instant Learning Center, My Plate Pop & Match Game, My Plate Posters
King, M.L.	Lakeview Elementary School	$256.00	Monetary Donation — classroom material
Kluge	Anonymous	$20.00	Monetary Donation — Field Trip
Kluge	Target — Take Charge of Education	$25.41	Monetary Donation
Kluge	General Mills — Box Tops for Education	$197.20	Monetary Donation — classroom material
Lowell	Target — Take Charge of Education	$500.00	Monetary Donation
MacDowell	Sara Lessmann	$202.00	Monetary Donation — Crossfit Athletics
MacDowell	Peter & Erin Gerhardt	$50.00	Monetary Donation — Crossfit Athletics
MacDowell	Shanna Pfeffer	$50.00	Monetary Donation — Crossfit Athletics
MacDowell	Emily Ziegler	$50.00	Monetary Donation — Crossfit Athletics
MacDowell	Karen & Garth Mohr	$25.00	Monetary Donation — Crossfit Athletics
MacDowell	Crossfit Stevens Point	$365.28	Monetary Donation — Crossfit Athletics
MacDowell	Sara Benner	$103.58	Monetary Donation — Crossfit Athletics
MacDowell	Kathleen Smith	$50.00	Monetary Donation — Crossfit Athletics
MacDowell	Simone Jaschke	$1,000.00	Monetary Donation — Crossfit Athletics
MacDowell	Janeta Thomas Benner	$40.00	Monetary Donation — Crossfit Athletics
MacDowell	Falaschi	$15.00	Monetary Donation — Crossfit Athletics
Maryland Montessori	Inter-State Studio & Publishing Co.	$233.52	Monetary Donation
Maryland Montessori	Inter-State Studio & Publishing Co.	$234.02	Monetary Donation
Meir	Schnell Price Lambert	$1,000.00	Monetary donation — Basketball program
Meir	Bruce & Linda Wallermann	$200.00	Monetary Donation — classroom material
Meir	Mary Philipp	$100.00	Monetary Donation — technology
Meir	Betty Jane Ryan	$25.00	Monetary Donation — technology
Meir	Nicole Teweles	$50.00	Monetary Donation — technology

School	Donor	Amount	Gift or Purpose
Meir	LeadDog Marketing Inc.	$1,000.00	Kohl's Cares Field Trip Grant
Morgandale	Anonymous Donor	$400.00	Monetary Donation — classroom material
Morse*Marshall	James Madion Middle School Appleton Area School District	$5,000.00	Wrestling Mats and Carts
Office of Operations	Artic Glacier Ice Co.	$89.00	Annual Daddy-Daughter Dance — 20 Bags of Ice
Office of Operations	Bakers Square	$60.00	Annual Daddy-Daughter Dance — Four Assorted Pies
Office of Operations	Brown Deer Lanes	$60.00	Annual Daddy-Daughter Dance — One Bowling Party Pack
Office of Operations	Burghardt Sporting Goods	$30.00	Annual Daddy-Daughter Dance — Gift Card
Office of Operations	Carters Creation	$400.00	Annual Daddy-Daughter Dance — Decorations
Office of Operations	Cheesecake Factory	$50.00	Annual Daddy-Daughter Dance — Two Gift Cards
Office of Operations	Cheesecake Factory	$50.00	Annual Daddy-Daughter Dance — Two Gift Cards
Office of Operations	Chili's	$500.00	Annual Daddy-Daughter Dance — 100 Free Meal Certificates
Office of Operations	Colectivo Coffee	$25.00	Annual Daddy-Daughter Dance — One Trio Gift Box
Office of Operations	Cousin's Sub	$100.00	Annual Daddy-Daughter Dance — Bobbleheads and Gift Cards
Office of Operations	Culver's	$283.00	Annual Daddy-Daughter Dance — 100 Chips and 100 Pencils
Office of Operations	Culvers	$243.00	Annual Daddy-Daughter Dance — 80 Chips
Office of Operations	Harley Davidson	$1,250.00	Annual Daddy-Daughter Dance — 50 Men’s T-Shirts
Office of Operations	Jewelry by DY17	$400.00	Annual Daddy-Daughter Dance — Jewelry
Office of Operations	Jimmy John's	$95.52	Annual Daddy-Daughter Dance — Three Party Platters (15 pieces)
Office of Operations	Metro Market	$20.00	Annual Daddy-Daughter Dance — Two Gift Cards
Office of Operations	Milwaukee Art Museum	$64.00	Annual Daddy-Daughter Dance — Four Admission Tickets and OneParking Pass
Office of Operations	Milwaukee Brewers Baseball Club	$720.00	Annual Daddy-Daughter Dance — 92 Bobbleheads, 45 T-shirts, and Seven Towels
Office of Operations	Milwaukee County Zoo	$57.00	Annual Daddy-Daughter Dance — Four Admission Tickets
Office of Operations	Molina Healthcare of WI	$500.00	Annual Daddy-Daughter Dance — Chapstick for every registrant
Office of Operations	Olive Garden	$20.00	Annual Daddy-Daughter Dance — Four Gift Cards
Office of Operations	Outback Steakhouse	$20.00	Annual Daddy-Daughter Dance — Two Gift Cards
Office of Operations	Pick N' Save	$20.00	Annual Daddy-Daughter Dance — Two Gift Cards

School	Donor	Amount	Gift or Purpose
Office of Operations	Pick N' Save	$25.00	Annual Daddy-Daughter Dance — One Gift Card
Office of Operations	Pick N' Save	$20.00	Annual Daddy-Daughter Dance — One Gift Card
Office of Operations	Pick N' Save	$20.00	Annual Daddy-Daughter Dance — One Gift Card
Office of Operations	Red Lobster	$50.00	Annual Daddy-Daughter Dance — Two Gift Cards
Office of Operations	Sam's Club	$50.00	Annual Daddy-Daughter Dance — One Gift Card
Office of Operations	Starbucks	$50.00	Annual Daddy-Daughter Dance — One Raffle Basket
Office of Operations	Will Enterprise	$60.00	Annual Daddy-Daughter Dance — Two sets of T-shirts and two duffle bags
Pierce	General Mills — Box Tops for Education	$69.80	Monetary Donation
Pierce	Ray Perry	$70.00	Monetary Donation — Field Trip
Pierce	Ray Perry	$253.00	Monetary Donation — Field Trip
Pierce	Target — Take Charge of Education	$30.91	Monetary Donation
Reagan	Victory PTO	$150.00	Monetary Donation — Music Program
Riley	Target — Take Charge of Education	$70.24	Monetary Donation
Riverside	Larry Miller	$330.00	Monetary Donation
Rogers	Milwaukee Police Department District 2	$100.00	Winter Hats
Sign Language	Target — Take Charge of Education	$98.85	Monetary Donation
Spanish Immersion	Trader Joe's	$59.00	Monetary Donation — Field Trip
Spanish Immersion	Breadsmith	$69.00	Monetary Donation — Field Trip
Story	Harley Davidson Foundation	$2,500.00	Monetary Donation
Stuart	Lillie Phillips	$10.00	Monetary Donation
Stuart	Wells Fargo Foundation — Educational Matching Gift Program	$95.00	Monetary Donation
Thurston Woods	General Mills — Box Tops for Education	$151.90	Monetary Donation — classroom material
Thurston Woods	Target — Take Charge of Education	$34.48	Monetary Donation
Trowbridge	Target — Take Charge of Education	$130.91	Monetary Donation
Trowbridge	Brian & Nancy Mitchell	$50.00	Monetary Donation — Madison Trip
Trowbridge	Patricia Cadorin	$50.00	Monetary Donation — Madison Trip
Trowbridge	Paul Lucas	$100.00	Monetary Donation — Madison Trip
Trowbridge	Roberta Drews	$100.00	Monetary Donation — Madison Trip

School	Donor	Amount	Gift or Purpose
Trowbridge	Jolene Plautz	$25.00	Monetary Donation — Madison Trip
Trowbridge	Mary Jo Neustifter	$10,000.00	Monetary Donation — Colorado Trip
Trowbridge	Susan Sommers-Templin	$30.00	Monetary Donation — Madison Trip
Trowbridge	SJA Financial Advisory	$400.00	Monetary Donation — Madison Trip
Trowbridge	Michael Brophy	$35.00	Monetary Donation — Madison Trip
Victory	Target — Take Charge of Education	$87.78	Monetary Donation
Vincent	Kay Kieliszewski	$200.00	Monetary Donation — MAP Testing
Washington — IT	Northwestern Mutual	$500.00	Monetary Donation — IFAIR Fund
Washington — IT	414 Freight Services	$100.00	Monetary Donation — Boys' Basketball
Whittier	Fang Chen	$100.00	Monetary Donation
Wedgewood Park	DTJM Wisconsin, LLC & Jersey Mike's	$660.73	Staff Lunch
WCLL	Donorschoose.org	$158.00	Monetary Donation — Field Trip
	Total, April 2015	$59,968.47	

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 Committee reports.

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

Background

Recommended for the Board's approval at this meeting are construction contracts inclusive of:

- Platt Construction, Inc. — Concrete & Staircase Replacement — Bay View High School, Code FAR00MMSBV ECNCMSN4.....$274,593.00
- Bluemels Maintenance Service, Inc. — Tot Lot Replacement — Burbank School, Code FAR00MM2BK ECNCGND5 .....$118,556.00
- Langer Roofing & Sheet Metal, Inc. — Roof Replacement — Brown Street School, Code FAR00MM2BR ECNCROF5.....$749,850.00
- Paul Crandall & Associates, Inc. — Roof Replacement — Trowbridge School, Code FAR00MM2TRE ECNCROF1.....$96,350.00
- Butters-Fetting Co., Inc. — Coil/Unit Vent Replacement - Honey Creek School, Code FAR00MM2HC ECNCHVA1 .....$490,000.00
- Wil-Surge Electric, Inc. — Generator System Replacement — Happy Hill, Code FAR00MM2HH ECNCELC5.....$78,607.00

- Advanced Elevator, Inc. — Hydraulic Elevator Upgrade — Carson Academy, Code FAR00MM2CA ECNCELV5 .....$61,800.00
- Advanced Elevator, Inc. — Hydraulic Elevator Upgrade — Riverside High School, Code FAR00MMSRS ECNCELV4.....$70,000.00
- Butters-Fetting Co., Inc. - Chiller Replacement — Hamilton High School, Code FAR00MMSHA ECNCHVA4, FAR00MMSGS ECNCHVA4, FAR00MMSLA ECNCHVA4.....$888,000.00
- KPH Construction Corp. — Gym Conversion to Classrooms — Longfellow School, Code MBM0ABDKLO EMMB $252,473.00
- Butters-Fetting Co., Inc. — Heating Plant Replacement — Franklin School, Code FAR00MM2BF ECNC $865,000.00
- R.D. Woods Company, Inc. — Masonry Restoration — Bay View High School, Code FAR00MMSBV ECNCMSN4.....$317,000.00

Committee's Recommendation

Your Committee recommends that the Board authorize the contracts 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 5) Action on the Award of an Exception-to-Bid Contract

Background

Recommended for the Board's approval at this meeting is an exception-to-bid contract with the College Board for SpringBoard professional development training, code SDV-0-S-SBD-CI-ECTS = $300,000.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contract as set forth in the 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 a Professional Services Contract

Background

Recommended for the Board's approval at this meeting is an increase to the professional services contract with US Foods, Inc., for food and supplies, in the amount of $3,500,000.

Fiscal Impact Statement

This item authorizes the following expenditure:

US Foods, Inc., LNC-0-0-LNH-DW-EFOD and various budget codes based on location = $3,500,000 (amount of increase)

Committee's Recommendation

Your Committee recommends that the Board authorize the increase to the professional services 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 Committee reports.

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(Item 7) Report and Possible Action on Regional Development

Background

This report is an update of the work which the district has undertaken that is designed to expand strong academic programming and increase the number of high-performing seats available within Milwaukee Public Schools. Conversations regarding these plans have included Board retreats and meetings, administrative retreats and meetings, parent and community outreach at the district and school levels, and survey work.

Pathways Project Update

The focus this past month has been on the reopening of the former French Immersion School at South 88th Street as a second site for an expansion of the district's Spanish Immersion program.

Milwaukee Spanish Immersion School is a total immersion program in which all subjects in the lower grades (K-1) are taught in the target language of Spanish; instruction in English begins in upper grades (2-5) — from 150 minutes in grade 2 to 300 minutes in grade 5 — and instruction in the target language of Spanish continues in all other subject areas. Initial literacy instruction is provided in the target language of Spanish to create a strong base for the student. The Spanish Immersion program continues in middle school and high school with classes taught in the target language at Milwaukee School of Languages.

The plan is to reopen South 88th Street School (formerly Milwaukee French Immersion School) as a second Spanish Immersion site.

The Milwaukee Spanish Immersion (MSI) administrative and regional team has done extensive research to expand the learning paradigm for students and to increase enrollment at MSI. The team has consulted with Director Zautke, Superintendent Driver, The Office of School Accountability and Efficiency, the Chief School Administration Officer, the Acting Chief Academic Officer, and the Chief Operational Officer to obtain preliminary information on the expansion efforts. A timeline with a proposed schedule of events has been prepared to assist in maintaining open lines of communication and alignment for all stakeholders. This time line, which is a starting point for discussions, is subject to change as the team continues to work with the school community on the expansion of the Spanish Immersion program.

Implementation and Assessment Plan

Any potential projects identified by the Board will be brought back for consideration and approval. The Administration will continue to work with the school-based community and potential partners to further assess the feasibility of the projects. The actual implementation of individual projects will follow traditional administrative policies and practices related to educational program development, construction contracting, and support-services modifications, as necessary.

See the attachment for the proposed expansion timeline.

Committee's Report

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

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Sain 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 Policy 7.09, Human Growth and Development, and Administrative Procedure 7.09, Human Growth and Development

Background

Administrative Policy and Procedure 7.09, Human Growth and Development, was adopted in response to Wisconsin Statutes, section 118.01(2)(d).

The language and curriculum in Administrative Policy and Procedure 7.09, Human Growth and Development, provide pupils with the skills and knowledge about personal developments such as social change, human body, lifelong health, physical education, human diet, physiology, hygiene, morality, individual responsibility, prevention of accidents, and promotion of safety.

The proposed revisions in Administrative Policy and Procedure 7.09, Human Growth and Development, will include updated language to align it with changes to Wisconsin Statutes, section 118.01(2)(d).

Current Administrative Policy and Procedure 7.09, Human Growth and Development, also contain language that does not meet the need of the district due to the adoption of the Employee Handbook. The proposed revisions will provide uniformity with that of the Employee Handbook made effective July, 1, 2013.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The revisions indicated in Administrative Policy 7.09, Human Growth and Development, and Administrative Procedure 7.09, Human Growth and Development, will be put into effect upon approval by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.09, Human Growth and Development, and Administrative Procedure 7.09, Human Growth and Development, 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 2) Action on a Request to Revise Administrative Policy 8.13, Student Attendance/Absences/Tardies; Administrative Policy 8.14, Truancy; Administrative Procedure 8.14, Truancy Plan; and Administrative Policy 8.42, Student Records

Background

Per Wisconsin Statutes, section 121.02(1)(f), all students should have equal access to a comprehensive education. Each school board shall "[a]nnually, schedule at least 437 hours of direct pupil instruction in kindergarten, at least 1,050 hours of direct pupil instruction in grades 1 to 6, and at least 1,137 hours of direct pupil instruction in grades 7 to 12."

Additionally, each school district must establish a written policy and procedures concerning the privacy and confidentiality rights of students and their families, which is to be aligned with guidelines outlined in the Family Education Rights and Privacy Act (FERPA).

Fiscal Impact Statement

No Fiscal Impact.

Implementation and Assessment Plan

The proposed revisions to Administrative Policy 8.13, Student Attendance/Absences/Tardies, Administrative Policy 8.14, Truancy, and Administrative Procedure 8.14, Truancy Plan will provide

students with the required minutes of instruction. The student-information system will calculate the minutes of absences in accordance to the provisions above.

The proposed revisions to Administrative Policy 8.42, Student Records, will be aligned with the guidelines outlined in the Family Education Rights and Privacy Act (FERPA).

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 8.13, Student Attendance/Absences/Tardies; Administrative Policy 8.14, Truancy; Administrative Procedure 8.14, Truancy Plan; and Administrative Policy 8.42, Student Records, 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.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegate to the Milwaukee Education Partnership, of the Board's delegate to the MPS Head Start Policy Council, of the Board's delegate to the Library Board, and of the Board's delegate to CESA #1.

The Board also received a report by Director Falk on the Council of the Great City Schools' Annual Legislative/Policy Conference and on the National School Board Association's Annual Conference.

* * * * *

(Item 2) Monthly Report of the President of the Board

During the months of March and April, the Board's President:

(1) met with Dr. Driver on numerous MPS issues;

(2) met U.S. Congressman Paul Ryan;

(3) met with numerous state senators and legislators in Madison on various educational issues;

(4) met or had discussions with several aldermen regarding issues impacting on MPS;

(5) met with Dr. Howard Fuller regarding cross-sector educational issues;

(6) met with the Office of Board Governance on numerous issues impacting on MPS;

(7) met with numerous Board members on issues impacting on MPS;

(8) met with community-based organizations to discuss issues impacting on MPS;

(9) attended an education summit at Northwestern Mutual Insurance;

(10) held weekly legislative meetings on Fridays with the Administration, Office of Accountability and Efficiency, Office of Board Governance, and others;

(11) wrote several op ed pieces opposing the proposed state budget as it relates to education;

(12) spoke on WNOV radio several times against the state budget as it relates to education; and

(13) met with representatives from the Panasonic Foundation.

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The Board adjourned at 9:00 PM.

JACQUELINE M. MANN
Board Clerk