

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
AUGUST 30, 2018**

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

Present — Directors Báez, Falk, Harris (5:36 PM), Miller, Phillips (5:38 PM), Voss, Woodward (5:38 PM), and President Sain — 8.  
Absent — None.

The Board Clerk read the following call of the meeting:

August 23, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

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

1. Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance
2. Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Interim Superintendent of Schools
3. Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

In regard to items 1 and 2, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

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

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance**

**Background**

At the request of President Sain, the Milwaukee Board of School Directors will review employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Board Clerk/Director, Office of Board Governance.

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

The Board may reconvene in open session to take action on matters discussed in closed session or to continue with the remainder of its agenda.

**Recommendation**

---

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

\* \* \* \* \*

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

**Background**

---

At the request of President Mark Sain, the Board of School Directors will consider and possibly take action on employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Interim Superintendent of Schools.

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in executive session for the purpose stated above. The Board may reconvene in open session to take action on matters discussed in executive session and/or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

**Recommendation**

---

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

\* \* \* \* \*

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

**Background**

---

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

This item has been noticed for executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), which provides that a governmental body may convene in executive session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

**Recommendation**

---

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

\* \* \* \* \*

In regard to the items above, Director Miller moved the following:

1. in regard to Item One, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c);
2. in regard to Item Two, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c); and
3. in regard to Item Three, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g).

The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 5:40 PM.

The Board reconvened in open session at 7:43 PM.

Vice-President Miller moved to extend the Board Clerk's contract for two years, with no change in compensation. The motion passed, the vote being as follows:

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

The Board adjourned at 7:44 PM.

**JILL M. KAWALA**  
Board Policy and Records Manager



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN AUGUST 30, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 7:45 PM.

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

Before moving on to the meeting's agenda, President Sain asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Tyler Evans, an eleventh-grade student at Marshall High School, who passed away on August 7, 2018;
- Desiree Wilson, an eleventh-grade student at Riverside High School, who passed away on August 17, 2018; and
- April Swick, a long-time central office administrator and former teacher and principal at Clement Avenue School, who passed away on August 18, 2018.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Master Sergeant Stephen Randall (Posthumous)**

#### **Background**

---

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

Master Sergeant Stephen Randall

Milwaukee Public Schools recognizes Master Sgt. Randall for his service and dedication to providing Milwaukee's youth with exceptional learning experiences. Master Sgt. Randall was an Army veteran and beloved Junior Reserved Officers' Training Corps (JROTC) instructor at Alexander Hamilton High School, where he headed up the program.

In addition to serving our country for 21 years, Master Sgt. Randall taught at Hamilton for approximately ten years. During his service, he had a positive impact on countless MPS students. Because of Master Sgt. Randall, Hamilton is renowned for having one of the best JROTC programs in the state. As such, Hamilton's JROTC students regularly perform at high-profile district and community events.

Master Sgt. Randall was known for going above and beyond the classroom for his students and colleagues and because of that, hundreds of students considered Sergeant Randall a mentor. Many people say there wasn't anything Master Sgt. Randall wouldn't do to help a student succeed — whether that was helping prepare them for a career in the armed services, for other careers, or simply for success in life. One student said, “He taught me a lot of lessons and how to treat people, how to respect them.”

Not only did Master Sgt. Randall have an impact upon his students, but he also had a significant influence on the Hamilton school community. He was just as dedicated to his colleagues as he was to his students. Many of his peers say he was focused on building staff morale. Staff Sergeant Christopher Dixon, who worked closely with him, said, “He didn't hesitate to go out of his way to be able to take care of you.”

The Milwaukee Board of School Directors and the entire school community posthumously recognize Master Sergeant Stephen Randall for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

\* \* \* \* \*

## APPROVAL OF MINUTES

The minutes of the Board's regular meeting of July 2018 were approved as printed.

\* \* \* \* \*

## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

### (Item 1) Monthly Report of the Superintendent of Schools

#### **Background**

---

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the district's strategic objectives and the Five Priorities for Success:

- To Improve District and School Culture
- To Ensure Fiscal Responsibility and Transparency
- To Increase Academic Achievement and Accountability
- To Develop Our Staff
- To Strengthen Communication and Collaboration

#### **Activities**

---

(1) We celebrated the first day of school for students on the early-start calendar at Audubon Technology & Communication School! It was an exciting morning welcoming students as they walked in on the red carpet. Between my staff and me, we managed to visit more than half of the schools on the early-start calendar during the first week of school, and what we observed was lots of positive enthusiasm among staff and students and lots of learning going on!

(2) During August, I met with partners, business and community leaders, and staff. I held introductory meetings with Milwaukee Police Chief, Alfonso Morales; Dan Bader of Bader Philanthropies; and NAACP leaders Fred Royal and Clarence Nicholas. I also met with Danae Davis, Executive Director of Milwaukee Succeeds; State Superintendent Dr. Tony Evers; Dr. Alan Shoho, Dean of the School of Education at UW-Milwaukee; Tim Sheehy, President of the Metropolitan Milwaukee Association of Commerce (MMAC); and Governor Scott Walker. I also attended the Milwaukee Community Schools Partnership's Community Leadership Council's meeting.

(3) The three-day Leadership Institute for school leaders and their teams at North Division was held at the beginning of August. This year's theme, Leading Ambitious Instruction, set the tone for the 2018-19 school year by providing the framework within which to propel us forward with a focus on core instruction in reading, writing, and mathematics. We received positive feedback from school leaders and staff. School teams were able to go back to their respective schools with specific skills and strategies and to confidently apply what was learned with the entire school community in order to improve teaching and learning.

(4) At the invitation of John Daniels of Quarles and Brady, I was honored to attend the Fellowship luncheon. This was an incredible event that supports the MKE Fellows' youth mentorship initiative.

(5) I held staff gatherings with early-start staff at various sites throughout the district to celebrate the start of the school year and to share information about the Five Priorities for Success. These have proven to be great opportunities to connect with staff and to listen to their feedback. Next week, I will begin staff gatherings with the traditional-calendar staff!

## **Events, Programs, Announcements**

---

### **MPS Kicks Off Attendance Campaign**

Milwaukee Public Schools kicked off its Attend Today, Achieve Tomorrow campaign to emphasize the importance of attending school on time, every day. The campaign not only places positive attention on this important element of a child's education, but it also allows us to build on our prior successes in this area.

Daily student attendance is critical for skill development and academic achievement. When attendance is a priority, children achieve better grades, develop healthful life habits, exhibit positive behaviors, and position themselves to graduate from high school prepared to compete globally as lifelong learners. Just by being present at school, a child has opportunities to collaborate and work with others, while learning valuable social skills and developing a broader world view.

Making regular school attendance a priority is one of the most important ways in which a child can be prepared for success — both in school and in life. We encourage our partners across the city of Milwaukee to join us in raising awareness about the importance of students attending school on time, every day. When students are not in school, they cannot learn. Missing just a few days can add up, and the consequences for students are significant and reduce their chance for success in school and life, according to research from Attendance Works.

- Absenteeism in the first month of school can predict poor attendance throughout the school year. Students who miss two to four days in September are more likely to miss the equivalent of a month of school by the end of the school year.
- One in ten kindergarten and first-grade students are chronically absent (10 days absent or more). Poor attendance in these early years can influence whether a child will be able to read proficiently by the end of third grade.
- Research shows that missing 10 percent of the school year, or about 17 days, negatively affects a student's academic performance.
- A student who misses 10 percent of school days per year has missed a full year of school by tenth grade

### **MPS Awarded More Than \$3 Million in School Safety Grant Funding**

Wisconsin Attorney General Brad Schimel announced that Milwaukee Public Schools will receive \$3,308,665 from the first round of the Wisconsin Department of Justice's (DOJ's) School Safety Grant program. The MPS grant is one of 81 grants to schools and school districts throughout Wisconsin. The school safety grant will allow for a series of professional-development sessions and physical security enhancements. The project aligns directly with the Milwaukee Board of School Directors' school-safety resolution passed on March 22, 2018. Specific details about the enhancements that will be made with the funding will not be released, in order to protect the integrity of district's safety plans and the safety of our students, staff, and visitors.

MPS intends to submit a proposal for the second round of grant funding from the School Safety Grant program. The focus of the second round of funding is on advanced initiatives to bolster students' mental health, the creation of local School Safety Intervention teams, and additional physical security upgrades. Those grants will be announced in October.

### **Volunteers from GE Healthcare Rolled up Their Sleeves at Local Schools**

Nearly 2,000 GE employees and friends grabbed mops, rakes, and paintbrushes at local schools to make halls and classrooms shine for returning students. About a dozen MPS schools benefitted from scrubbing, landscaping, and painting thanks to the energetic volunteers.

At Riverside University High School, I welcomed volunteers from GE Healthcare's Ultrasound and Maternal Infant Care teams. The group created a "Zen Den" for students, built costume storage in the auditorium, cleaned trophy cases and white boards, painted rooms on the second floor, added a mural in the 4<sup>th</sup>-floor stairwell, painted several inspirational quotations, and accomplished many more tasks throughout the day.

This was the 24<sup>th</sup> annual GE Community Service Day, which included greater Milwaukee, Wauwatosa, and Waukesha. Volunteers had fun getting out of the office and knowing that their day of work would benefit students all year long.

### **WISN Channel 12/Salvation Army Phone Bank — Backpack Donations**

Dr. Keith P. Posley and the Milwaukee Board of School Directors' President, Mark Sain, took part in the WISN Channel 12/Salvation Army Phone Bank on Tuesday, August 21, 2018. Both leaders were interviewed by Channel 12 morning anchor Melinda Davenport. There was also a great support by MPS central staff as they worked the phone bank by answering calls from donors. This is the sixth year in which MPS has been a recipient of the "Class Act" donation of stuffed backpacks. Each student at Congress, Manitoba, 53<sup>rd</sup> Street, and Forest Home Avenue schools will receive a backpack this year. This is a gift valued at approximately \$70,000! Over the past five years, this event has provided MPS students with close to \$250,000 in school supplies!

### **Vincent Students Exhibit Animals at the Wisconsin State Fair**

Most people aren't surprised to hear that MPS students attend the Wisconsin State Fair — but the fact that students are competing in the youth livestock show gets some attention. This year, students showed seven sheep and one heifer at the Fair, marking the second year in which Vincent High School has taken part in competition.

Vincent High School of Agricultural Sciences is the only school in Milwaukee County to offer an agriculture program, which allows students to work with sheep, cattle, a horse, and chickens. The school's extensive greenhouse is used to grow house plants and aloe, which is then used to produce lip balm and lotions.

At the Wisconsin State Fair, six students exhibited their lambs in the Market Lamb Show. Students have worked all summer to learn what is needed to raise a market lamb. They studied nutrition, health, breeding, and exercise for their animals. This year's lamb project started at the end of March, taking students to an auction in Columbus to select their lambs. Since then, the students have been working hard to get the sheep competition-ready.

The popular agriculture program at Vincent continues to grow. The school's beef program started in January — and the school gained media attention when its two heifers escaped the barn and went for a stroll down Brown Deer Road. The culmination of this year's beef program has one young man showing a heifer at the fair for the first time.

All seven students competed twice this year during the State Fair — once in a market class, in which animals are judged on their appearance; muscling, amount of fat, structure, and balance; and once for showmanship, where the exhibitors are judged on their ability to effectively present their animals. One of the Vincent students, who will be a senior, plans to go to college at Texas A&M to be a veterinarian.

### **Awards and Recognition**

---

Kimberly Beans, a third-grader at Hartford Avenue University School, received a third-place trophy for her entry in the Mary Jo Nettesheim Memorial Literary and Illustrator Competition! Kimberly wrote and illustrated her story, "The Ice Cream Cone," which was submitted by her teacher. Sponsored by Delta Kappa Gamma's (DKG's) International Society for Women Educators, the annual competition is open to students in grades 3 through 12 throughout Wisconsin.

### **Certificate of Achievement**

MPS Comptroller Lawanda Baldwin and the entire MPS Financial Report Team have been awarded the Certificate of Achievement for Excellence in Financial Reporting for the comprehensive annual financial report (CAFR).

### **Update on Dr. Benjamin Carson Academy of Science**

---

In October 2017, the Milwaukee Board of School Directors took action to direct the Administration to work with the Carson Academy school community to explore the renaming of the Dr. Benjamin Carson Academy of Science. The school has explored this option, and shared that they have decided that a name change will not be pursued at this time.

\* \* \* \* \*



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

### **(Item 1) Transmittal of a Communication Regarding the Resignation of Board Member Michael Bonds**

#### **Background**

---

Board Rule 1.23, Board Member Resignations, states, “A board member desiring to resign his/her seat shall submit his/her resignation in writing to the Board. The resignation shall take effect at the time indicated in the resignation or upon delivery of the resignation if no date is indicated.”

On July 13, 2018, the Office of Board Governance received a communication, provided under separate cover, from Dr. Michael Bonds, Director for District 3, that he was resigning, effective immediately.

*President Sain directed that the communication be noted as received and placed on file.*

\* \* \* \* \*

### **(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)**

#### **Background**

---

The Southeastern Wisconsin Schools Alliance (SWSA) comprises school districts in southeastern Wisconsin. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement, as provided under separate cover, and as defined by the Southeastern Wisconsin Schools Alliance’s resolution, also provided under separate cover, to achieve the goal.

The mission of the Southeastern Wisconsin Schools Alliance is to support and promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region.

In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. It is of benefit to all Alliance’s members to discuss and refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group’s increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment was increased to \$3,200. The payment for 2018-19 remains at \$3,200.

Also provided under separate cover for the Board’s information are the SWSA’s 2017-18 annual report and a list of participating districts.

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

---

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

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

---

Board Governance Policy BG 1.02, Goals

### **Fiscal Impact Statement**

---

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2018-19 is \$3,200.

### **Implementation and Assessment Plan**

---

Once the Board has adopted the resolution and approved submission of the participation agreement, the Office of Board Governance will forward the signed documents to the SWSA.

### **Committee's Recommendation**

---

The Office of Board Governance recommends that the Board:

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

Resolution  
Southeastern Wisconsin School Alliance

BE IT RESOLVED that the School District of South Milwaukee retain Hubbard, Wilson & Zelenkova, for the period of July 1, 2018 through June 30, 2019 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of [\$3,200 annual fee for school districts participating in Southeastern Wisconsin School Alliance].

Director Phillips moved that the Board adopt the resolution and authorize the Board's President and the Board Clerk to sign and submit the Participation Agreement, along with the \$3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

The motion prevailed, the vote being as follows:

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

\* \* \* \* \*

### **(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS**

#### **Background**

---

The Department of Public Instruction continues to roll out pieces of its proposed state budget, details of which, under the headings of School Finance Reform, Special Education Funding, Expand Crucial Learning Supports and Prioritizing Mental Health, have been provided to the Board under separate cover.

The announced proposals include:

- restoring 2/3 funding and raising low-revenue-limit districts to the state average;
- fully counting four-year-old kindergarten students for a full school day;
- increasing the special education aid reimbursement to 30% in the first year of the budget and 60% in the second year of the budget — with a stated goal of moving to 90% reimbursement;
- increasing the reimbursement level for bilingual-bicultural aid from 8% to 30% by 2021;
- fully funding Wisconsin's School Day Milk and School Breakfast Programs;
- increasing mental health funding tenfold to meet pressing student and family needs; and
- creating and funding a state-level after-school program that would provide a stable source of support for wraparound services at school sites.

### **Strategic Plan Compatibility Statement**

---

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

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

---

Board Governance Policy BG 2.13, Board Legislation Program

### **Fiscal Impact Statement**

---

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

---

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

\* \* \* \* \*

## **REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY**

### **(Item 1) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections**

#### **Background**

---

In lieu of the monthly report of activities within the Office of Accountability and Efficiency, the Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections. This request is being made pursuant to the following sections of the Wisconsin Statutes:

- 19.85(1)(b), which allows a governmental body to retire to closed session in order to consider dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person;
- 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- 19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- 19.85(1)(g), which allows a governmental body to retire to closed session in order to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

### **Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

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

**Fiscal Impact Statement**

NA

**Recommendation**

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

This item was postponed until the end of the agenda.

\* \* \* \* \*

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

The Independent Hearing Officers of the Milwaukee Board of School Directors submitted no reports for the month of August 2018.

\* \* \* \* \*

**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items:

*Committee on Accountability, Finance, and Personnel*

- Item Four, Action on the Award of Professional Services Contracts, because the Committee had forwarded a portion of the item to the Board without recommendation.

*Committee on Parent and Community Engagement*

- Item Two, Report with Possible Action on Student Restraint and Seclusion, was set aside at the request of Director Miller.

On the motion of Director Falk, the balance of the Committees' reports was approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.  
Noes — Director Woodward — 1.

**COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report**

**Classified Personnel Transactions**

Ethnic Code	Name	Position and Salary	Date
<u>New Hires</u>			
2	Warren Crawford	Boiler Attendant Trainee \$33,698.08	07/30/2018
3	Hector Gatdula	IT Service Technician \$48,601.63	07/23/2018
2	Regina Davis	School Safety Assistant \$22,819.92	07/27/2018
2	Jermaine Gregory Brisco, Jr.	School Safety Assistant \$22,819.92	07/27/2018
2	Sylvester Hughes	School Safety Assistant \$22,819.92	07/27/2018
2	Carlone Joseph	School Safety Assistant \$22,819.92	07/27/2018
2	Jocilynn Mason	School Safety Assistant \$22,819.92	07/27/2018
2	Gamahl Mayo	School Safety Assistant \$22,819.92	07/27/2018
2	Twyla Mcconnell	School Safety Assistant \$22,819.92	07/27/2018
2	Brandon Monk	School Safety Assistant \$22,819.92	07/27/2018
2	Anthony Morgan	School Safety Assistant \$22,819.92	07/27/2018
2	Deundre Pigott	School Safety Assistant \$22,819.92	07/27/2018
2	Aven Presberry	School Safety Assistant \$22,819.92	07/27/2018
4	Pascual Rodrigues	School Safety Assistant \$22,819.92	07/27/2018
5	Donald Rushford	School Safety Assistant \$22,819.92	07/27/2018
4	Luis Silva	School Safety Assistant \$22,819.92	07/27/2018
2	Natasha Smith	School Safety Assistant \$22,819.92	07/27/2018
2	Thomas Smith	School Safety Assistant \$22,819.92	07/27/2018
2	Delon Williams	School Safety Assistant \$22,819.92	07/27/2018
2	Chetona Harris	Secretary I — 10-month \$23,795.52	07/31/2018
4	Edith Nejedlo	Secretary I — 10-month \$23,795.52	07/24/2018
4	Emily Jackson	Secretary I — 11-month \$26,175.07	07/27/2018
<u>Promotions</u>			
2	Cordelia Harrison	Boiler Attendant Trainee \$39,206.99	07/30/2018

**Classified Personnel Transactions**

Ethnic Code	Name	Position and Salary	Date
2	Herman Redd	Boiler Attendant Trainee \$33,698.08	07/30/2018
2	Arnold Branch	School Safety Assistant \$24,775.92	07/27/2018
2	Delon Williams	School Safety Assistant \$24,775.92	07/27/2018
2	Derrick Bey	School Engineer I \$41,701.13	07/16/2018
2	Joel Hunter	School Engineer II \$48,099.04	07/30/2018
5	Mitchel Lask	School Engineer II \$45,563.91	07/02/2018
2	Darron Powe	School Engineer II \$47,095.90	07/02/2018
5	Patricia Krauss	Secretary II \$40,020.60	07/02/2018
4	Yara Rosario	Secretary II \$33,146.07	07/16/2018
<u>Rehires</u>			
2	Latasha Oates	Building Service Helper I \$13.12 per hour	07/23/2018
2	Thomas Depriest	School Safety Assistant \$22,819.92	07/27/2018

**Certificated Appointments — Teachers**

Codes	Name and Position	Division	Salary	Date
5,nr	Bourkadi,Samira Foreign Language	B	\$42,360.01	8/6/2018
5,r	Eul,Kristin Speech Pathology	C	\$45,500.00	8/6/2018
3,r	Hanson,Erick Special Ed Multicategorical	B	\$47,114.15	8/6/2018
5,r	Hoy,Michaela IDEA — Speech Pathology	C	\$44,476.56	8/6/2018
5,r	Loos,Kayla Foreign Language	B	\$41,476.56	8/6/2018
5,r	Maxwell,Kelly IDEA — Speech Pathology	B	\$51,744.00	8/6/2018
5,nr	McMeans,Kathleen Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
2,nr	Ogunbowale,Adedamola Special Ed Multicategorical	B	\$41,476.24	8/6/2018
4,nr	Roman,Adneris Kindergarten (Four-year-old)	B	\$41,476.56	8/27/2018
5,r	Wellman,Alexandra Title I Schoolwide	B	\$41,476.56	8/6/2018

**Certificated Appointments —  
School Social Worker, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
5,r	Butler, Kellie Social Work	2A	\$53,348.71	7/24/2018

**Certificated Appointments —  
Teachers, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
2,r	Adams,Gelesa Science	B	\$42,360.00	8/6/2018
5,r	Ashman,Madison Science	B	\$41,476.56	8/6/2018
5,nr	Baber,Natalie Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	Bellendorf,Terry Multicategorical Comp Sen	B	\$42,360.00	8/6/2018
5,nr	Biterman,Aaron Science	B	\$41,476.56	8/6/2018
5,nr	Bitzan,Paul English	C	\$45,500.00	8/6/2018
2,r	Bowers,Nyande Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	Bromley,Sarah Speech Pathology	C	\$44,476.56	8/6/2018
2,nr	Buckhanan,Courtney Cat Math Mid	B	\$41,476.56	8/6/2018
5,r	Burch,Jessica English	C	\$46,389.31	8/6/2018
2,r	Carter,Della Special Ed Multicategorical	B	\$41,476.56	8/6/2018
3,r	Chang,Xong Mathematics	B	\$41,476.56	8/6/2018
2,nr	Covington,Shane Special Ed Multicategorical	B	\$41,476.24	8/7/2018
5,nr	Crabb,Alannah Science	B	\$42,473.27	8/6/2018
5,r	Crea,Brianna English	B	\$42,360.00	8/6/2018
4,r	Cruz,Luis Foreign Language	B	\$41,476.56	8/6/2018
5,nr	David,Georgina Science	B	\$42,500.00	8/6/2018
2,r	Deberry,David Gen Elem & K8 — All Grades	C	\$55,047.04	8/6/2018
5,nr	Deluca,Ashley English	B	\$41,476.56	8/6/2018
5,nr	Derrick,Janine SAGE Intervention Teacher	C	\$48,100.72	8/6/2018
5,nr	Dison,David Special Ed Multicategorical	C	\$64,018.98	8/6/2018
5,nr	Doubleday,Colleen AMP Music	B	\$41,476.56	8/6/2018
5,r	Douglas,Levi Science	B	\$42,500.00	8/6/2018
5,r	Dunlap,Megan Early Childhood Special Ed	B	\$42,500.00	7/25/2018
5,r	Ebert,Joel Science	B	\$48,724.89	8/6/2018
2,r	Edwards,Jasmine Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	Eschbach,Rebecca Science	B	\$41,476.56	8/6/2018
5,r	Eslami,Laila Mathematics	B	\$42,500.00	8/6/2018
5,r	Fiegel,Melissa English	B	\$45,100.72	8/6/2018

**Certificated Appointments —  
Teachers, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
5,r	Foote,Tyler Local Grants	B	\$41,476.56	8/6/2018
5,nr	Garland,Heather Foreign Language	B	\$41,979.92	8/6/2018
5,r	Garrett,Elizabeth Educational Operations	B	\$42,874.00	8/6/2018
5,nr	Gemeinhardt,Ashley Cat Eng Mid	B	\$41,476.56	8/6/2018
5,r	Getse,Joseph Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
2,nr	Gill,Angela Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
4,r	Gonzalez,Sebastian Foreign Language	B	\$42,483.27	8/6/2018
5,r	Gorski,Tim Music	B	\$41,476.56	8/6/2018
2,r	Guyton,David Multicategorical Comp Sen	B	\$41,476.24	8/6/2018
5,r	Hagedorn,John School-to-Work	B	\$41,476.56	8/6/2018
5,nr	Halek,Amanda Special Ed Multicategorical	B	\$41,476.56	8/6/2018
2,r	Holliman,Sherice Gen Elem & K8 — All Grades	B	\$41,476.56	8/6/2018
2,r	Hoskin,Jennifer Special Ed Multicategorical	B	\$41,476.24	8/6/2018
5,r	Hribal Kornilowicz,Roman Educational Operations	B	\$41,476.56	8/6/2018
5,r	Husted,Riley Cat Eng High	B	\$41,476.56	8/6/2018
5,r	Jaeger,Justin English	B	\$42,360.00	8/6/2018
5,nr	Jewell,Madeline Science	B	\$41,476.56	8/6/2018
2,r	Jones,Travis Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	Kaspar,Maya Gen Elem & K8 — All Grades	B	\$41,476.56	8/6/2018
5,r	Katzenberger,Arcadia Art	B	\$41,476.56	8/6/2018
4,r	Kazinski,Lauren Special Ed Multicategorical	B	\$41,476.56	8/6/2018
5,nr	Keil,Leslie Guidance	C	\$48,100.72	8/6/2018
2,r	Kelly,Roland Special Ed Multicategorical	B	\$42,500.00	8/6/2018
5,nr	Klebesadel,Jack Cat Math High	C	\$50,114.15	8/6/2018
5,r	Klussendorf,Heather Cat Math High	B	\$41,476.56	8/6/2018
5,nr	Kramer,Erica Kindergarten (Four-year-old)	B	\$41,476.24	8/6/2018
5,nr	Langhoff,William Mathematics	B	\$42,360.01	8/6/2018
2,nr	Lewis,Douglas Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	LoMenzo,Tracy Art	B	\$43,317.92	8/6/2018



**Certificated Appointments —  
Teachers, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
2,r	Mack,Eric Multicategorical Comp Sen	B	\$42,360.00	8/6/2018
4,r	Madrigal,Clara Bilingual Ed	B	\$42,500.00	8/6/2018
5,r	Malchetske,Patrick Science	B	\$42,500.00	8/6/2018
5,r	Malcomson,Brittney Kindergarten (Four-year-old)	B	\$41,476.56	8/6/2018
4,r	Marin,Susana Bilingual Ed	B	\$41,476.56	8/6/2018
5,nr	Mayer,Bradley Health & Phy Ed	B	\$59,746.38	8/6/2018
5,r	McGibbon,Ian Art	B	\$41,979.92	8/6/2018
5,nr	Meeth,Sam High School — General	D	\$69,697.80	8/6/2018
5,nr	Menk,David Gen Elem & K8 — All Grades	B	\$41,476.56	8/6/2018
4,r	Meraz,Francisca English as a Second Language	B	\$41,476.56	8/6/2018
5,nr	Migalla,Sean Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,nr	Miller,Alexander Multicategorical Comp Sen	C	\$45,483.27	8/6/2018
4,nr	Morales Ramos,Zuleyka Foreign Language	B	\$43,388.17	8/6/2018
5,r	Morris,Erin English	B	\$41,476.56	8/6/2018
5,nr	Muskevitsch,Kristen Kindergarten (Four-year-old)	B	\$41,979.92	8/6/2018
5,nr	Neuser,Jeffrey Local Grants	B	\$43,389.31	8/6/2018
2,r	Parker,Sharveta Multicategorical Comp Sen	B	\$41,476.24	8/6/2018
5,r	Perez,Janet Bilingual Ed	B	\$41,476.56	8/6/2018
5,r	Perkins,Bradley Mathematics	B	\$43,389.31	8/6/2018
4,r	Pizano,Brandy Gen Elem & K8 — All Grades	B	\$41,476.56	8/6/2018
5,nr	Rankin,Michael Social Studies	B	\$41,476.56	8/6/2018
5,r	Reinholz,Patrick Music	B	\$48,500.00	8/6/2018
5,r	Rich,Augustus School Support Teacher	B	\$45,503.41	8/6/2018
5,r	Rizzone,Damon Multicategorical Comp Sen	B	\$41,476.56	8/6/2018
5,r	Rogowiec,Jessica Science	B	\$41,476.56	8/6/2018
5,r	Schmieding,Jason Specialty Program Implementor	B	\$41,476.56	8/6/2018
5,r	Schultz,Jacob English	B	\$41,476.56	8/6/2018
5,r	Shine,Halle Special Ed Multicategorical	B	\$41,476.56	8/6/2018
3,nr	Stone,Valerie Mathematics	C	\$62,746.38	8/6/2018

**Certificated Appointments —  
Teachers, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
5,r	Taylor,Aaron Science	B	\$41,476.56	8/6/2018
5,r	Tekus,Christina Art	C	\$64,018.98	8/6/2018
5,r	Thompson,Seth Science	B	\$41,476.56	8/6/2018
5,nr	Veierstahler,Joseph Science	B	\$53,613.00	8/6/2018
5,nr	Villa,Karrie Special Ed Multicategorical	B	\$42,500.00	8/6/2018
5,r	Weber,Ashley Cat Eng Mid	B	\$41,476.56	8/6/2018
5,r	Weber,Clarissa Guidance	B	\$53,536.97	8/6/2018
2,nr	Williams,Lavoria Science	C	\$47,313.51	8/6/2018

**Certificated Appointments —  
Permit Teachers, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
4,t	Borrero, Irma Science	B	\$42,360.01	8/6/2018

**Certificated Appointments —  
School Counselors, Early-start Calendar**

Codes	Name and Position	Division	Salary	Date
2,r	Easley,Kimberly Guidance	C	\$45,874.09	8/6/2018
5,nr	Firkus,Elizabeth Guidance	B	\$44,476.56	8/6/2018
2,r	Hymes,Antionette Guidance	C	\$44,476.56	8/6/2018
3,r	Moua,Nachia Guidance	B	\$45,500.00	8/6/2018
5,nr	Zagar,Claire Guidance	C	\$51,117.68	8/6/2018

**Certificated Appointments —  
Teacher Leader, Early-Start Calendar**

Codes	Name and Position	Division	Salary	Date
5,r	Kaisler, Gina General Operations	1C	\$68,870.38	8/6/2018

**Certificated Appointments —  
School Psychologist**

Codes	Name and Position	Division	Salary	Date
5,r	Ellis,Alexandria C.S. — Psychological Services	51C	\$54,788.38	7/24/2018
5,nr	Smith,Jennifer C.S. — Psychological Services	51C	\$54,788.38	7/24/2018
5,nr	Walsh,Hannah C.S. — Psychological Services	51C	\$54,788.38	7/24/2018
5,nr	Watson,Emily C.S. — Psychological Services	51C	\$54,788.38	7/24/2018

**Certificated Appointments —  
School Psychologist, Early-Start Calendar**

Codes	Name and Position	Division	Salary	Date
5,nr	Harrison, Erica HS/MS Psych Services	51C	\$54,788.38	7/24/2018

**Codes and Counts**

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
- (1) Native American ..... 0
- (2) African American..... 20
- (3) Asian/Oriental/Pacific Islander ..... 4
- (4) Hispanic ..... 10
- (5) White..... 84
- (6) Other ..... 0
- (7) Two or More Ethnic Codes ..... 0
- Males..... 44
- Females ..... 74

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for July 2018 is attached to the minutes of your Committee’s meeting. This is an informational report, and no action is required.

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY19 budget.

**Implementation and Assessment Plan**

Upon approval by the Board, the personnel transactions will be implemented.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

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

**Recommended Appointments**

Ethnic Code	Name	Position	Salary
(5)(r)	Kristin Annen	Social Work Supervisor Office of the Chief of Academics	Schedule 03, Range 09A \$99,579
(2)(r)	Kenneth McIntyre	Coordinator II, Building Operations Office of the Chief of School Administration	Schedule 03, Range 07A \$68,067
(2)(r)	Percy Eddie	Dean of Students — Bradley Tech Office of the Chief of Academics	Schedule 03, Range 06C \$63,900
(5)(r)	Ruzica Drca	Budget Analyst I Office of the Chief of Finance	Schedule 03, Range 05A \$61,850

Ethnic Code	Name	Position	Salary
(5)(r)	Sarah Lueth	Budget Analyst I Office of the Chief of Finance	Schedule 03, Range 05A \$54,000
(2)(r)	Veronica Bohannon	Data Management Technician I Office of the Chief of Human Resources	Schedule 03, Range 03A \$45,656
(2)(r)	Katerica Johnson	Planning Assistant III Office of the Chief of School Administration	Schedule 03, Range 02A \$43,900

### Recommended Salary Increases and Decreases

Ethnic Code	Name	Position	Salary
(4)(r)	Rosana Mateo	Interim Deputy Superintendent Office of the Superintendent	Schedule 03, Range 19A \$154,820

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

Ethnic Code	Name	Position	Salary
(5)(nr)	Eugene Jones	Assistant Board Clerk Office of Board Governance	\$50.00 4/18/18-10/18/18
(5)(r)	Patricia Engbring	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(5)(r)	Barbara Hart	Building Coordinator Responsibilities Office of the Chief of Academics	\$40.00 7/23/18-12/21/18
(5)(r)	Colleen Haubner	Building Coordinator Responsibilities Office of the Chief of Academics	\$40.00 7/23/18-12/21/18
(5)(nr)	Mary Kelley	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(5)(r)	Susan Ratka	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 7/02/18-1/01/19
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator Office of the Chief of Academics	\$40.00 7/23/18-12/21/18
(5)(r)	Kathryn Evans	Database Specialist Office of the Chief of Academics	\$37.88 7/23/18-9/28/18
(5)(r)	Bonnie Pionke	Sr. Programmer Analyst Knowledge Transfer Office of the Chief of Human Resources	\$36.88 7/16/18-9/14/18
(5)(nr)	Mae Beard	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(6)(r)	Adam Carr	Radio Reagan Advisor Office of the Chief of School Administration	\$30.00 8/06/18-12/21/18
(5)(r)	Geoff Carter	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	David Caruso	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	David Chilinski	Trade & Tech Teacher Office of the Chief of School Administration	\$30.00 8/27/18-2/27/19
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach Office of the Chief of Academics	\$30.00 7/02/18-12/31/18
(5)(nr)	Amanda Draheim	Piano Accompanist Office of the Chief of School Administration	\$30.00 8/14/18-12/22/18

Ethnic Code	Name	Position	Salary
(5)(nr)	Sheryl Dufek	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(nr)	Margaret Foerg	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(2)(r)	Janie Hatton	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(2)(r)	Justine Hutchins	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Debbie Karow	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Robin Kitzrow	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Nicholas Lang	Percussion Support Office of the Chief of School Administration	\$30.00 8/14/18-12/22/18
(5)(r)	Therese Meurer	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(4)(r)	Sylvia Leal	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Sarah Shinkle	Early Childhood Immersion Support Office of the Chief of School Administration	\$30.00 7/02/18-1/01/19
(2)(r)	Linda Smith	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(nr)	Barbara Sonnenberg	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Robin Waeltz	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant Office of the Chief of Academics	\$30.00 7/02/18-12/31/18
(2)(r)	Ouida Williams	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(2)(r)	Rochell Williams	Project AWARE Office of the Chief of Academics	\$30.00 9/01/18-3/01/19
(5)(r)	John Zablocki	Induction Specialist Office of the Chief of Academics	\$30.00 8/03/18-1/31/19
(5)(r)	Steven Friedenber	Violin Teacher Office of the Chief of School Administration	\$25.00 7/2/18-1/01/19
(2)(r)	Brema Brema	Digital Coordinator Office of the Chief of Communications & School Performance	\$20.00 7/23/18-9/14/18
(2)(r)	Laura Johnikin	Enrollment Canvasser Office of the Chief of School Administration	\$18.30 8/13/18-1/01/19
(5)(r)	Sheryl Mullendore	Fiscal Associate Office of Accountability & Efficiency	\$14.00 6/18/18-12/31/18

#### Codes

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- r Resident
- nr Non-resident
- \* LTE contract longer than one year

#### Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the individuals to be promoted, reassigned or reclassified, or appointed to the classifications indicated, to be effective as indicated; and

- 2. approve the salary increase/decrease; and
- 3. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

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

\* \* \* \* \*

**(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Administrative and School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Purchases**

RFB 5754 Authorization to Extend a Blanket Agreement with CDW Government LLC for Chrome Devices

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide Chrome devices. These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating-system licenses will be used in schools to refresh current inventories and to continue to decrease student-to-device ratios.

This vendor was chosen pursuant to RFB 5754. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first extension will run from September 1, 2018, through August 31, 2019. The total cost of the blanket agreement in this extension year will not exceed \$4,995,560.

Budget Code Varies by location ordering goods .....\$4,995,560

CDW Government LLC

Prime Contractor Information

Certified HUB Vendor? .....	No
Total # of Employees .....	7,123
Total # of Minorities .....	1,837
Total # of Women .....	2,080

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

— — —

RFB 5755 Authorization to Extend a Blanket Agreement with CDW Government LLC for Charging Carts for Chromebooks

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide charging carts for Chromebooks. These carts will be used to secure, to charge, and to transport Chromebooks within school buildings.

This vendor was chosen pursuant to RFB 5755. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first extension will run from September 1, 2018, through August 31, 2019. The total cost of blanket agreement in this extension year will not exceed \$596,290.

Budget Code	Varies by location ordering goods .....	\$596,290
CDW Government LLC		
Prime Contractor Information		
	Certified HUB Vendor? .....	No
	Total # of Employees .....	7,123
	Total # of Minorities .....	1,837
	Total # of Women .....	2,080
HUB Participation		
	Required.....	N/A
	Proposed .....	N/A
	\$ Value.....	N/A
Student Engagement (hours per 12-month contract)		
	Paid Student Employment-hour Commitment .....	300
	Student Career-awareness Commitment .....	10

— — —

**State Contract** Authorization to Purchase from Ewald’s Hartford Ford, LLC, for Ford Vehicles

The Administration is requesting authorization to utilize a state contract to purchase from Ewald’s Hartford Ford, LLC, five Ford vehicles for use by the Department of Facilities and Maintenance. This purchase will be made under the State of Wisconsin’s contract #505ENT-M18-2018VEHICS-02.

The vehicles to be purchased are: two 2019 Fleet/Non-Retail Ford Transit Van T-150 130” Low-roof 8600 GVWR Sliding Door (state contract bid item number F101) at \$22,828.50 each, totaling \$45,657; two 2018 Fleet/Non-Retail Ford F-150 XL 4WD Regular Cab 6.5’ Box (state contract bid item number F39) at \$27,430.50 each, totaling \$54,861; and one 2019 Fleet/Non-Retail Ford Super Duty F-350 SRW XL 2WD Super Cab 8’ Box (state contract bid item number F64) at \$28,216.50.

This will be a one-time purchase and funds expended will not exceed \$128,734.50

Budget Code	MTN-0-0-VRP-11-ERVH (Vehicle Replacement — Construction Fund).....	\$128,734.50
-------------	--	--------------

Ewald’s Hartford Ford, LLC		
HUB Participation		
	Required.....	N/A
	Proposed .....	N/A
	\$ Value.....	N/A
Student Engagement (hours per 12-month contract)		
	Paid Student Employment-hour Commitment .....	0
	Student Career-awareness Commitment .....	0

**Routine Monthly Reports**

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

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Fratney Street School	Fratney PTA	\$6,421.00	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>\$6,421.00</i>	

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Bay View High School	Steven Lawrence	\$30.00	Race Car
Brown Street School	Eric Torres*	\$500.00	Field Trip Donation
Carver Academy	LeadDog Marketing Group	\$985.00	Kohl's Cares Field Trip Grant
Carver Academy	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Clarke Street School	Sam Voss	\$272.00	Carnival Donation
Fairview School	American Transmission Company, LLC	\$750.00	Threes for Threes Program
Garland School	Dorothy Kauffman	\$50.00	STEM Donation
Grant School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Grant School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Hamilton High School	Deuce Riders Milwaukee MC	\$250.00	Cheer Camp
Hamilton High School	Snap Raise	\$1,097.50	JROTC Military Ball
Hamilton High School	Roselyn & William Collins	\$25.00	Athletics Donation
Hamilton High School	Harwood Engineering Consultants, Ltd.	\$100.00	Athletics Donation
Hamilton High School	UW-Madison	\$300.00	Athletics Donation
Lloyd Barbee Montessori	Jane Bradley Pettit Foundation	\$929.10	Field Trip Donation
Maryland Avenue School	Holly Leider & David Rickert	\$1,000.00	General School Supplies
Neeskara School	MPS Foundation, Inc.	\$450.07	Yota Grant
Spanish Immersion School	General Mills/Box Tops For Education	\$253.40	General School Supplies
Stuart School	LeadDog Marketing Group	\$991.25	Kohl's Cares Field Trip Grant
Stuart School	LeadDog Marketing Group	\$850.00	Kohl's Cares Field Trip Grant
Stuart School	LeadDog Marketing Group	\$900.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	\$460.00	Kohl's Cares Field Trip Grant
Vincent	Blue Number Bros Inc.	\$205.66	Agricultural Program
Westside Academy I	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Westside Academy I	LeadDog Marketing Group	\$925.00	Kohl's Cares Field Trip Grant
Westside Academy I	LeadDog Marketing Group	\$640.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	\$595.00	Kohl's Cares Field Trip Grant
<i>Total Monetary Donations</i>		<i>\$18,558.98</i>	
<i>Non-Monetary Donations</i>			
ALBA	Donors Choose	\$169.00	General School Supplies
ALBA	Donors Choose	\$177.00	General School Supplies
ALBA	Donors Choose	\$278.00	General School Supplies
ALBA	Donors Choose	\$410.00	General School Supplies
ALBA	Donors Choose	\$217.00	General School Supplies
ALBA	Donors Choose	\$168.00	General School Supplies
ALBA	Donors Choose	\$201.00	General School Supplies
ALBA	Donors Choose	\$227.00	General School Supplies
ALBA	Donors Choose	\$253.00	General School Supplies
ALBA	Donors Choose	\$253.00	General School Supplies
ALBA	Donors Choose	\$253.00	General School Supplies
ALBA	Donors Choose	\$308.00	General School Supplies
ALBA	Donors Choose	\$454.00	General School Supplies
French Immersion School	Donors Choose	\$905.00	General School Supplies
French Immersion School	Donors Choose	\$450.72	Math Manipulatives
French Immersion School	Donors Choose	\$779.38	Materials for Spring Unit
Manitoba School	Donors Choose	\$840.98	Prekindergarten Conference



Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	\$193.54	Osmo Kit, Base & Laminating Sheet
Manitoba School	Donors Choose	\$847.05	Books, Crayons, Hats, Snacks
Manitoba School	Donors Choose	\$1,273.78	Books
Manitoba School	Donors Choose	\$226.99	Flannel Stories
Manitoba School	Donors Choose	\$339.41	Sand, Art Materials, & Paper
Manitoba School	Donors Choose	\$727.99	Books & Games
Morgandale School	Donors Choose	\$597.22	Caterpillars, Ants, & Accessories
Morgandale School	Rockin' Jump	\$90.00	Jump Passes
Morgandale School	Skyzone	\$64.00	Jump Passes
Morgandale School	Helium Trampoline & Indoor Adventure Park	\$70.00	Jump Passes
Morgandale School	Omega Restaurant Milwaukee	\$25.00	Gift Certificate
<i>Total Non-Monetary Donations</i>		<i>\$10,799.06</i>	
<i>Total Value of Donations for August 2018</i>		<i>\$35,779.04</i>	
<i>*Donations from MPS Alumni</i>		<i>\$500.00</i>	

**Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchases as presented above and in the attachments to the minutes of your Committee's meeting, and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

**(Item 4) Action on the Award of Professional Services Contracts**

**Background**

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

- Houghton Mifflin Harcourt, for foundational reading professional development,  
GEN-0-0-INV-DW-ECTS ..... \$ 544,500
- Airoidi Brothers, Inc., for leasing of refrigerated trucks,  
LNC-0-0-LNH-NU-ESDF ..... \$ 150,000
- Delta-T Group Illinois, Inc., (\$442,206) and Maxim Healthcare Services, Inc., (\$442,206) for nursing services,  
NRR-0-0-BDN-DW-ECTS ..... \$ 884,412
- Drive USA, Inc., d/b/a Arcade Drivers School, for driver-education program,  
DRD-0-0-DED-DW-ECTS ..... \$ 472,531  
CSV-0-0-DRV-DW-ECTS..... \$ 80,000  
Total ..... \$ 552,531

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee’s meeting, with the exception of the contracts with Delta-T Group Illinois, Inc.; Maxim Healthcare Services, Inc.; and Drive USA, Inc., which are being forwarded to the Board without recommendation.

Director Falk moved that the Board authorize the professional services contracts as set forth in the attachments to the minutes of the Committee’s meeting, including the contracts with Delta-T Group Illinois, Inc.; Maxim Healthcare Services, Inc.; and Drive USA, Inc.,

The motion prevailed, the vote being as follows:

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

\* \* \* \* \*

**(Item 5) Action on the Award of Exception-to-Bid Contracts**

**Background**

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

Exception Authorization to Enter into a Blanket Contract with Nature’s Classroom Institute of Wisconsin, Inc., for the Provision of Montessori Camp Services

The Administration requests authorization to enter into a blanket contract with Nature’s Classroom Institute of Wisconsin, Inc., (“Nature’s Classroom”) for the provision of Montessori sleep-away camp services to Montessori schools throughout the district. In 2016, the Administration brought a blanket contract to the Board due to the regular usage of Nature’s Classroom by MPS Montessori schools as an augmentation to their curriculum. Continued usage has driven the need for another district-wide contract.

The exception from the requirement of a competitive procurement process for this contract has been granted in accordance with Administrative Policy 3.09(7)(e)(1)(b)(i) on the basis that the services under this contract are considered one-of-a-kind, and competitive vendors do not exist.

The contract will run from September 1, 2018, through August 31, 2021. The total cost of the contract will not exceed \$160,000.

Budget Code	Varies by location using services.....	\$160,000
Nature’s Classroom Institute of Wisconsin, Inc.		
HUB Participation		
	Required.....	0%
	Proposed .....	NA
	\$ Value.....	NA
Student Engagement (hours per 36-month contract)		
	Paid Student Employment-hour Commitment .....	0
	Student Career-awareness Commitment .....	30



Exception Authorization to Enter into a Contract with STEM Happens Network, Inc., for STEM (Science, Technology, and Math) Services through the GE Developing Futures In Education™ Grant

The Administration is requesting authorization to enter into a contract with STEM Happens Network, Inc., to assist in developing, executing, and supporting a comprehensive STEM plan. The purpose of the contract is to move current isolated STEM practices to an integrated, or interdisciplinary, approach, with eventual shift to “trans-disciplinary,” or multiple integration of subjects, in identified pilot GE STEM Schools. Additionally, the STEM Happens Network will assist in the development of a professional-learning community that will facilitate the exploration of interdisciplinary approaches and exemplary student-led projects through the integration of science, math, technology, and engineering practices in schools using project-based-inquiry science.

Based upon the current work to date, the next phase of the STEM work will continue for the upcoming 2018-2019 school year to further deepen STEM integration across content areas. This contract is designed to continue to support the pilot GE’s STEM schools’ work.

The exception from the requirement of a competitive procurement process for this contract has been granted in accordance with Administrative Policy 3.09(2)(c) on the basis that the services under this contract are required pursuant to the GE Foundation’s grant.

The contract will run from October 1, 2018, through July 31, 2019. The total cost of the contract will not exceed \$378,200.

Budget Code GEN-0-I-G38-EO-ECTS (GE Foundation Grant — Contract Services) .....\$378,200

STEM Happens Networks, Inc.	
HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Healthy Contributions, LLC, for Gym-membership Administration**

**Background**

---

The Administration is requesting authorization to waive the three-year term-limit requirement of Administrative Policy 3.09(9)(e) and to extend the contract with Healthy Contributions, LLC, for an additional three months for the continued administration of an employee and spouse wellness-incentive benefit. This contractor facilitates and administers the gym-reimbursement benefit for all eligible employees and their spouses.

This program helps MPS encourage employees and their spouses to engage in physical activity through providing a monthly financial reimbursement based on regular gym attendance.

The wellness-incentive benefit is a core component of the Milwaukee Public Schools’ overall employee wellness benefit. Currently, Healthy Contributions, LCC, processes this incentive via a contract that began in September 2014. The incentive is \$20 per month and is provided to those employees and spouses who access participating gyms 12 times in one month (i.e., the maximum incentive earned is \$240/year per employee or spouse). This service is part of the employees’ total benefits coverage and, therefore, should not be discontinued for any amount of time without transition to a benefit of equal or greater value.

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

Milwaukee Public Schools is planning to release an RFP for administration of a comprehensive, equitable employee-wellness incentive. This wellness incentives benefit will — at a minimum — provide the same level of benefit as is currently available through the gym-use incentive benefit administered by Healthy Contributions, LLC.

The contractor was chosen pursuant to RFP 866. The original contract provided for two one-year options to extend if certain performance metrics were met. Healthy Contributions, LLC, has met the performance metrics codified in the contract, and both one-year options, plus an additional one-year extension, have been implemented.

This contract extension will run from October 1, 2018, through December 31, 2018.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

---

This item carries no fiscal impact.

Healthy Contributions LLC

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

**Implementation and Assessment Plan**

---

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

**Committee’s Recommendation**

---

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

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

\* \* \* \* \*

**(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contract, and Emergency Purchase Recommendation**

**Background**

---

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

- Construction Contracts Requested for Approval:
  - Platt Construction, Inc., for playfield renovation at Columbia Playfield;  
Code: STS 00 RFI CB ECNC..... \$ 1,507,323.00
  - Platt Construction, Inc., for playfield renovation at Custer Playfield;  
Code: STS 00 RFI C4 ECNC..... \$ 748,578.00
  - Platt Construction, Inc., for Playfield renovation at Southgate Playfield;  
Code: STS 00 RFI 25 ECNC ..... \$ 968,229.00
- Professional Services Contract Requested for Approval:
  - Two (2) contracts:  
Badger Electric Motor and Quality Electric Service, Inc., for electric-motor servicing at various locations for repair and rebuild of failed motors;  
Code: Various  
not to exceed annually ..... \$ 150,000.00  
Total over a three-year term..... \$ 450,000.00
- Emergency Contract:
  - Integrity Insulation, for ceiling removal and asbestos abatement at Maryland Montessori School;  
Code: FAR 00 MM2 MD ECNC ..... \$ 62,540.00

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

---

The item authorizes expenditures for:

- Construction Contracts..... \$ 3,224,130.00
- Professional Services Contracts, three-year term,. not to exceed \$150,000.00 annually, for total of ..... \$ 450,000.00
- Emergency Contract..... \$ 62,540.00

**Implementation and Assessment Plan**

---

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

**Committee’s Recommendation**

---

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

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

\* \* \* \* \*

**(Item 8) Action on Recommended Plan of Audits and Report on a District Risk-assessment Plan**

**Background**

---

Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services will conduct during the ensuing fiscal year.

After the continuing and required audits have been determined, the next step in developing the annual audit plan involves utilizing the results of the District Risk Assessment. Audit Services staff also review the Board’s proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

The proposed FY19 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board’s review and approval. The plan includes continuing and required audits and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and how available days will be used to support the audit plan.

The proposed FY19 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including financial audits, departmental and program audits, fraud investigations and other reviews, and school audits, each with corresponding days. This year’s FY19 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high-risk, high-impact areas such as accounts payable, payroll, financial reporting, and IT security. Non-cyclic program evaluations may include reviews of the district’s supplemental pension programs, immersion programs, bilingual programs, and transportation.

Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board’s approval to amend the annual plan of audits. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination

**Implementation and Assessment Plan**

---

Upon approval by the Board, the FY19 Annual Plan of Audits will be implemented.

**Committee’s Recommendation**

---

Your Committee recommends that the Board approve the FY19 Annual Plan of Audits and accept the report on the district risk assessment as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 9) Report with Possible Action on Limited-Term Employees, January-June 2018**

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

**Background**

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

Attached to the minutes of your Committee's meeting is the current list of LTEs active during January-June 2018.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.37, Limited-term Employment Positions

**Fiscal Impact Statement**

This item does not authorize expenditures.

\* \* \* \* \*

**COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on Family and Community Engagement**

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

**Background**

In March 2018, Milwaukee Public Schools was one of five city-wide teams selected to be a part of the Flamboyant Foundation's second National Family Engagement Fellowship cohort. Selection in this fellowship provides intensive training, facilitation, and coaching support to guide the MPS team in creating a 1-3 year strategic plan around family engagement. Team members representing district staff, school leaders, teachers, and community partners have started on the 20-month process of learning and working together through this opportunity.

Key learning content areas include:

- effective family-engagement practices;
- strategic planning;
- race and equity; and
- building effective teams.

The Milwaukee team receives training and coaching around each of the above content areas. Through this learning, the team has started a design-thinking strategic-planning process to learn more about family engagement in Milwaukee and ultimately to work toward developing a pilot to improve the effectiveness of family-engagement efforts. The process comprises five stages:

- Empathize: Developing a deep understanding of the challenge.

- Define: Clearly articulating the program to solve.
- Ideate: Brainstorming potential solutions, selecting and developing what fits best.
- Prototype: Designing a prototype (or series of prototypes) to test all or part of the solution.
- Test: Engaging in a continuous short-cycle innovation process to continually improve the design.

At this stage in the fellowship, Milwaukee’s team has completed the empathize and define stages of the process and are starting to move into ideate and prototype.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.03, Parent Empowerment

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

**(Item 2) Report with Possible Action on Student Restraint and Seclusion**

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

**Background**

In 2012, the State of Wisconsin passed Wisconsin Act 125, which provides directives on the use of seclusion and restraint with students in public schools. Act 125 has several key components, including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint; and
- training in the use of seclusion and physical restraint.

Act 125 also established additional requirements for the use of seclusion and restraint on students with disabilities.

To ensure compliance with Act 125, the Administration has taken the following steps:

- Training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,100 staff members have been trained over the past five years.
- For the last five years, all principals, school leaders, and special education supervisors received in-services on the requirements of Act 125.
- The district’s mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

During the 2017-2018 school year, the Administration directed schools to submit restraint and seclusion data in accordance with Act 125. A total of 841 students, including 463 with disabilities, were involved in 2036 incidents of restraint or seclusion during the 2017-2018 school year. Additional information is provided in the attachment to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 8.28, Student Discipline



### **Fiscal Impact Statement**

---

No fiscal impact.

Director Miller having requested that this item be considered separately to allow further discussion, following discussion, no action was taken.

\* \* \* \* \*

### **COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

#### **(Item 1) Report with Possible Action on the Practice of Mindfulness within a Multi-Tiered System of Support**

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

#### **Background**

---

In Milwaukee Public Schools (MPS), mindfulness is defined as the “purposeful awareness of our thoughts, emotions, physical feelings, and environment in the present moment, without judgment.” Mindfulness is a research-based practice that has shown positive outcomes of improved academic performance, improved academic-task completion, reduction in externalizing behavior, decreased anxiety, increased pro-social behavior, improved self-efficacy, and increased persistence.

The District is implementing mindful practices within a multi-tiered system of support, which in MPS is PBIS, as a trauma-sensitive practice. A multi-tiered system of support traditionally has three tiers or levels of layered supports:

- Tier 1 supports are offered to all students. For mindfulness, these supports include morning meetings, visuals throughout the school, mindful lessons for all students, and integration of mindful practices and mindful language throughout the day.
- Tier 2 supports are for students who have already received Tier 1 supports and are in need of greater support. For mindfulness, these can include integrating a mindful practice such as a morning breathing in check-in/check-out (CICO) or social academic instructional groups (SAIGs).
- Tier 3 supports are for the students who have already received the supports at Tier 1 and Tier 2, but are still in need of greater support. These are the most intense supports, which are usually provided one-on-one and include educational wraparound and rehabilitation for empowerment, natural supports, education, and work (RENEW) with individualized student-action plans having mindful practices incorporated throughout.

All of these supports along the continuum are layered on top of each other to ensure that all students receive the full support they need.

#### **2017-2018 Highlights**

---

##### **Internal**

- Mindfulness book study
- Mindfulness books delivered to every student in the 1st-3rd grades in MPS
- Creation of mindfulness mConnect and public webpage with a variety of resources

- Component added to Coordinated School Health Team’s school plans and integrated with PBIS Framework
- Weekly practices shared via Remind App
- Training resources for parent coordinators
- Parental letter and brochure developed
- Trained Staff Members
  - Approximately 550 teachers received a two- or three-full-day intensive mindfulness training (approximately 14,000 students potentially impacted)
  - All staff at 37 schools received a series of mindfulness trainings over the course of the school year
  - 35 groups of student mentors from 25 schools were trained to facilitate mindful practices within the classrooms in their schools
  - All classrooms at 22 elementary and K-8 schools received nine or ten in-class lessons

**External**

- Radio segments aired on 88.9
- MPS began the school year with a Fox6 segment recorded at 81<sup>st</sup> Street School
- Olympic skater Katherine Reutter-Adamek visited Clement Avenue School
- Children’s Hospital’s Mindfulness Challenge

**2018-2019: What’s to Come**

---

- Further PD sessions at schools and CS
- Creation of additional mConnect resources
- Continued use of mindfulness practices at meetings, trainings, school sites
- Integration with the district’s Climate-immprovement Plan
- Mindfulness book study
- Expanded Remind text messaging
- Build up of the data

**Strategic Plan Compatibility Statement**

---

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

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

---

Administrative Policy 7.01, Teaching and Learning Goals

\* \* \* \* \*

**(Item 2) Report with Possible Action on Spring 2018 Assessment Data**

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

**Background**

---

The presentation attached to the minutes of your Committee’s meeting is aligned to the Board’s action in February 2018 to review district data regularly throughout the school year. This report reviews the student-performance results on STAR and the Phonological Awareness Literacy Screening (PALS) from spring 2018.

- STAR is the district’s universal screener that is used to assess students’ performance and growth in early literacy, reading, and math. All students in K5 through grade 10 take the STAR screener.
- PALS is the foundational reading assessment chosen by MPS to meet the requirement of Wisconsin Statutes, section 118.016. PALS is administered to all K4 through grade 2 students in the district.

Both assessments are given in English and Spanish, with the results for both reported respectively.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 7.38, Balanced Assessment Systems

\* \* \* \* \*

**(Item 3) Report with Possible Action on 2018 ACT Aspire and WorkKeys**

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

**Background**

---

The presentation attached to the minutes of your Committee’s meeting is aligned to the Board’s action in February 2018 to review district data regularly throughout the school year. This report will review students’ results on the ACT Aspire and ACT WorkKeys assessments given in spring 2018.

- ACT Aspire is a summative assessment that measures what students have learned in the areas of English, reading, math, science, and writing. This assessment meets the requirements of Wisconsin Statutes, section 118.30, for the annual assessment of student performance in grades nine and ten. ACT Aspire’s scores predict how a student will perform on both the ACT and ACT WorkKeys when they reach 11<sup>th</sup> grade. Students in need of academic interventions or challenges can be identified earlier in their high-school careers using this assessment.
- The ACT WorkKeys assesses students in the areas of applied math, graphic literacy (formerly locating information), and workplace documents (formerly reading for information). WorkKeys is administered to 11<sup>th</sup>-grade students on the day after ACT has given to students in mid-February to early March. Students may earn National Career Readiness Certificates (NCRCs) that are recognized by businesses and industries nationwide. The National Career Readiness Certificate identifies students that are on a clear path to demonstrate their abilities to future employers.

Tables that include student performance by race/ethnicity, special education, English-language proficiency, economic status, and gender on each assessment are attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 7.38, Balanced Assessment Systems

\* \* \* \* \*

**REGULAR ITEMS OF BUSINESS**

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

The Board received the monthly reports of the Board’s delegates to CESA #1 and to the Milwaukee Education Partnership.

\* \* \* \* \*

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of July and August 2018 included the following:

**Academic Achievement**

Attended various district events, including:

**Student, Family, and Community Engagement**

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

Attended various community events, including:

**Effective and Efficient Operations**

Met with district leaders to receive updates on district initiatives:

\* \* \* \* \*

**RESOLUTIONS****Resolution 1819R-005**

By Director Voss

WHEREAS, The vision of the Milwaukee Public Schools states, "Schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all"; and

WHEREAS, Wisconsin Statutes, §118.305(1)(i), define *seclusion* as "the involuntary confinement of a student apart from other students, in a room or area from which the student is physically prevented from leaving"; and

WHEREAS, Wisconsin State Statutes, §118.305(1)(g), define *physical restraint* as "a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head"; and

WHEREAS, Wisconsin Statutes, §118.305(2)(a) and §118.305(3)(a), provide that seclusion and physical restraint be used on a student in a school only if the student's behavior "...presents a clear, present, and imminent risk to the physical safety of the pupil or others and it is the least-restrictive intervention feasible"; and

WHEREAS, The number of instances in which seclusion or physical restraint has been used in the Milwaukee Public Schools has increased from the 2016-17 school year to the 2017-18 school year; and

WHEREAS, Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline, states, "The Board believes that student rights should be recognized and respected"; and

WHEREAS, Administrative Policy 8.28, Student Discipline, states "The Board believes that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals"; and

WHEREAS, Seclusion and physical restraint are only two strategies in which the district's staff are trained to use as de-escalatory or protective mechanisms; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a systemic, district-wide plan to maintain safe and orderly environments in our schools and classrooms, inclusive of the tiered interventions and strategies whose use is to be documented prior to the use of seclusion or restraint; and be it

FURTHER RESOLVED, That, in developing the plan, consideration be given to strategies that make use of trauma-informed alternatives to interventions, to include, but not be limited to, research-based use of mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and be it

FURTHER RESOLVED, That, in developing the plan, the Administration work to ensure that families of the Milwaukee Public Schools are involved and informed about the varying strategies to be used prior to consideration and use of seclusion or physical restraint; and be it

FURTHER RESOLVED, That the plan be provided to the Board no later than the November 2018 board cycle.

*This resolution was referred to the Committee on Parent and Community Engagement.*

\* \* \* \* \*

**Resolution 1819R-006**

By Director Voss

WHEREAS, The Milwaukee Board of School Directors is committed to attracting and retaining the most effective staff possible for all schools and departments; and

WHEREAS, Administrative Policy 1.05, Recognition for Accomplishment, states, “The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members”; and

WHEREAS, Administrative Policy 1.05 further states, “It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the Department of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the district at the following intervals in their careers”; and

WHEREAS, Administrative Policy 1.05 also states, “Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file”; and

WHEREAS, Administrative Policy 1.05 has not been implemented with consistency or fidelity; now, therefore, be it

RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors reaffirm Administrative Policy 1.05, Recognition for Accomplishment; and be it

FURTHER RESOLVED, That Administrative Policy 1.05 be amended to include recognition for length of service at three and five years of service and every five years thereafter; and be it

FURTHER RESOLVED, The Administrative Policy 1.05 be amended to include an annual report, to be brought to the Board under the Awards and Commendations section of the agenda for the Board's regular meeting, to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service; and be it

FURTHER RESOLVED, That the Board direct the Administration to allocate funds during the October 2018 budget adjustment to support full implementation of Administrative Policy 1.05, beginning on January 1, 2019; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to establish a companion procedure outlining implementation of Administrative Policy 1.05, to be brought to the Board for referral no later than the December 2018 board cycle for implementation beginning January 1, 2019.

*This resolution was referred to the Committee on Legislation, Rules and Polices.*

**Resolution 1819R-007**

By Director Sain

WHEREAS, The mission of the Milwaukee Public Schools states, “Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship”; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan, which includes rethinking high school as a strategic objective in the area of academic achievement with the aim that every MPS student graduate on time with a personalized pathway to success in college, career, and life; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors took action to configure Daniel Webster Secondary School as a traditional middle school, to direct the Administration to work with the Webster community to determine the best program for the future, and to report back to the Board by November 2017 on the progress of the reconfiguration; and

WHEREAS, In determining the best program for the future of Webster School, Milwaukee Public Schools must consider pathways that will meet both the current and future needs of MPS students and families and the broader community; and

WHEREAS, MPS International Baccalaureate, Advanced Placement, and specialty schools consistently experience oversubscription and wait lists, indicating a continued need for rigorous college-preparatory programs; and

WHEREAS, The growing pace of technology means that the Milwaukee Public Schools must try to anticipate, and prepare students for, post-educational opportunities that may not even yet exist; and

WHEREAS, Milwaukee Public Schools must also prepare the next generation of school, community, and governmental leaders to think critically, to analyze and to solve problems, to communicate effectively, and to collaborate; now, therefore, be it

RESOLVED, That Daniel Webster Secondary School be reconfigured to serve grades six through twelve, beginning with the expansion to ninth grade during the 2019-2020 school year and expanding by one grade level each school year thereafter until full expansion to serve grades six through twelve in the 2022-2023 school year; and be it

FURTHER RESOLVED, That Daniel Webster Secondary School’s traditional program be redesigned to include a high-school-preparatory program for middle-school students; and be it

FURTHER RESOLVED, That — in direct alignment with the district’s mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship — the redesign of Daniel Webster Secondary School also include the following three high-school academies from which high-school students will be able to choose their academic focus:

- a college-preparatory academy in which students shall engage in rigorous college-preparatory courses, including access to early-college high school (ECHS) and dual-enrollment programs;
- a science, technology, engineering, and math (STEM) academy in which students shall engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
- a leadership, business, law, and social justice academy in which students shall engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships; and be it

FURTHER RESOLVED, That the Board direct the Administration to establish a steering committee inclusive of representation from Webster’s leadership, staff, students, parents, and partners, as well as representation from MPS’s central administration and the broader community, to work on the redesign and growth of Webster Secondary School; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the steering committee, to bring an update on the reconfiguration and redesign of Webster Secondary School to the Board no later than the October 2018 board cycle and quarterly thereafter through the end of the 2019-2020 school year; and be it

FURTHER RESOLVED, That the Board direct the Administration to explore the establishment of feeder patterns to Webster Secondary School.

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

\* \* \* \* \*

The Board next took up the Communication from the Office of Accountability and Efficiency, consideration of which had been deferred earlier in the meeting:

**(Item 1) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections**

**Background**

---

In lieu of the monthly report of activities within the Office of Accountability and Efficiency, the Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections. This request is being made pursuant the following sections of the Wisconsin Statutes:

- 19.85(1)(b), which allows a governmental body to retire to closed session in order to consider dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person;
- 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- 19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- 19.85(1)(g), which allows a governmental body to retire to closed session in order to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

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

**Fiscal Impact Statement**

---

NA

**Recommendation**

---

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

Director Báez moved that the Board retire to executive session, pursuant to Wisconsin Statutes, sections 19.85(1)(b), 19.85(1)(c), 19.85(1)(f), and 19.85(1)(g), in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 8:57 PM.

The Board adjourned from executive session at 10:58 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk