

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN SEPTEMBER 28, 2017

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

Present — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.  
Absent and Excused — Directors Falk, Harris, and Voss — 3

President Sain requested a moment of silence to commemorate the passing of members of the MPS family:

- Romeo Robinson, a K4 student at Maple Tree, who passed away on September 24, 2017
- Ellen Huegel, a Head Start teacher at Carson Academy, who passed away on September 12, 2017
- Ryan Sherman, a social studies teacher at Metcalfe, who passed away on September 13, 2017.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Dr. Lee R. McMurrin (Posthumous)**

#### **Background**

---

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to posthumously present the “Excellence in Education Award” in honor of Dr. Lee R. McMurrin.

Dr. Lee McMurrin led Milwaukee Public Schools from 1975 to 1987. He came to Milwaukee in 1975 from the deputy superintendent’s job in Toledo, Ohio. In 1976, Federal Judge John Reynolds handed down his order to desegregate the school system—a decision that would dramatically change the student-assignment process and the educational opportunities available in MPS. It was a turbulent period, but Dr. McMurrin’s goal was to desegregate the schools voluntarily. He continuously worked toward solutions, developing creative ideas to integrate peacefully so that children would not be caught up in the prejudices and discriminatory behavior of adults.

Throughout the next 12 years, Dr. McMurrin presided over the development of more than 40 specialty schools and programs at all grade levels, including language-immersion schools, creative arts programs, schools for the gifted and talented, and a transportation specialty, all on a city-wide basis and all designed to enhance desegregation on a volunteer and choice basis, and fully met the requirements of the court and the Board.

Dr. McMurrin also worked to improve the regular schools through school-effectiveness programs and special efforts such as Project RISE (P5) and Project CARE (Concentrated Approaches Reaching Excellence), all of which were, and are, dependent on the extended involvement of staff members in the individual schools. Three new high schools and several new elementary schools, as well as substantial additions and internal modifications to other school buildings, were completed during his tenure.

During the same period of time, a human-relations program for students and staff was established, and an extensive staff-integration program was implemented, which resulted in affirmative action unequalled in size or scope in either the private or public sectors in this state.

In addition to North Central accreditation of all of Milwaukee's public schools, many national awards came to the school district during this timeframe, including five schools in the President's Schools of Excellence recognition program, the U.S. Department of Justice's safe schools award. Dr. McMurrin himself was personally recognized through his election to the presidency of the Council of the Great City Schools and his selection in successive years as one of America's 100 outstanding educators.

After he left Milwaukee in 1987, McMurrin served as superintendent in suburban Cleveland school districts for eight years. And after retiring, he spent several years helping his brother establish a mission board to support a music ministry in the Ukraine.

The Milwaukee Board of School Directors recognizes and honors Dr. Lee McMurrin posthumously for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

This evening, as part of recognizing the legacy of Dr. McMurrin, Mayor Tom Barrett will be presenting a Mayor's Proclamation to the McMurrin family.

At his request, Director Bonds is recorded as being opposed to this award.

\* \* \* \* \*

**(Item 2) Excellence in Education Award and Action on a Request to Waive Board Rule 1.10(1) in Order to Consider a Proclamation in Recognition of Eugene Jones on His Upcoming Retirement as Assistant Board Clerk/Assistant Director, Office of Board Governance**

**Background**

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to Eugene Jones.

Eugene Jones began his career with Milwaukee Public Schools in 1996 as a member of the Milwaukee Board of School Directors' business office, the Office of Board Governance. Mr. Jones has served Milwaukee Public Schools' students, parents, and citizens at varying levels — Secretary, Administrative Assistant, Assistant Director, Electronic School Board Trainer, Parliamentarian, and Assistant Board Clerk — in the Board's business office.

Eugene Jones's study of classical languages, including Latin and Greek, greatly benefited the Milwaukee Public Schools through his capturing and publishing of the official actions of the 12 different boards which he served during his tenure. Mr. Jones's superb editing skills are highly recognized throughout the district and are predicated on his belief of Latin and Greek being important facets of modern education in understanding the structure of English and the history of Western culture.

Eugene Jones eloquently demonstrates, though enlightening historical facts, that more time should be spent understanding the past in order to make better decisions about the future. Mr. Jones's appreciation of both history and the Milwaukee Public Schools prompted him to co-found and serve as the President of the Milwaukee Schools Historical Society, Inc.

During his tenure at MPS, Eugene Jones has served eight superintendents, four board clerks, 36 school board members, and 12 boards, and has provided support for more than 1,000 Board and committee meetings. Mr. Jones has had an immeasurable impact not only on the members of the MPS family, but on the Milwaukee community and beyond. We are grateful for him and all that he has given to MPS and the greater MPS community.

The Milwaukee Board of School Directors recognizes and honors Eugene Jones for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

PROCLAMATION  
In Honor of Eugene Jones  
Upon His Retirement from the Milwaukee Public Schools

WHEREAS, Eugene Jones has faithfully served the Board of School Directors and the Milwaukee Public Schools since 1996, when he began his career with the Milwaukee Public Schools as a Secretary III in the Milwaukee Board of School Directors' business office, the Office of Board Governance; and

WHEREAS, Eugene Jones has served Milwaukee Public Schools' students, parents, and citizens at varying levels in the Board's business office — Secretary, Administrative Assistant, Assistant Director, Electronic School Board Trainer, Parliamentarian, and Assistant Board Clerk; and

WHEREAS, As Assistant Board Clerk/Assistant Director, Office of Board Governance, Eugene Jones assisted the Milwaukee Board of School Directors in the design of the paperless Board initiative, electronic publications, implementation of the ElectronicSchoolBoard system, and fulfilling statutory requirements in the transitions between school boards, board clerks, and superintendents; and

WHEREAS, The Board appointed Eugene Jones to his current position, Assistant Board Clerk/Assistant Director, Office of Board Governance, in 2002, and he has served eight Superintendents, six Board Clerks, 36 board members, 12 Milwaukee Boards of School Directors and he has clerked or assisted in 1,000 board and committee meetings; and

WHEREAS, Throughout his tenure at the Milwaukee Public Schools, Eugene Jones also served as the unofficial historian for the Office of Board Governance and was often called upon to provide information about MPS's past; and

WHEREAS, In addition to his regular duties as Assistant Board Clerk/Assistant Director, Office of Board Governance, Eugene Jones co-founded and served as the President of the Milwaukee Schools Historical Society, Inc.; and

WHEREAS, During his tenure as President of the Milwaukee Schools Historical Society, Inc., the Society earned a Merit Award from the Milwaukee County Historical Society for its successful efforts to collect, preserve, and interpret materials related to the history of public, private, and parochial education in the Milwaukee area; and

WHEREAS, Eugene Jones has faithfully executed the duties and responsibilities of his position with the highest level of professionalism, and his assistance to the Board has been critical to the Board's fulfilling its statutory duties; and

WHEREAS, Eugene Jones is now retiring after 21 years of devoted service to the Milwaukee Public Schools; and

WHEREAS, Eugene Jones is a Milwaukee native and graduate of Hawthorne Elementary School, Webster Junior High School, and Custer High School, and a true example of what it means to Start, Stay, and Succeed in Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Eugene Jones for his years of dedicated service to the Board, to Milwaukee Public Schools, and to the citizens of Milwaukee; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to Eugene Jones in tribute to his record of dedicated public service to the citizens of Milwaukee, to the students in the public schools, and to the Milwaukee Board of School Directors.

Director Woodward moved to waive Board Rule 1.10(1) in order to consider the above proclamation in recognition of Eugene Jones on his upcoming retirement as Assistant Board Clerk/Assistant Director, Office of Board Governance.

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

Following a discussion on the proclamation, Director Bonds moved to adopt the proclamation recognizing Eugene Jones' service to the Milwaukee Board of School Directors.

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

\* \* \* \* \*

## APPROVAL OF MINUTES

The minutes of the regular board meeting of August 31, 2017, were approved as printed.

\* \* \* \* \*

## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

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

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

### Day One for Traditional Calendar Schools

The first day of school for our Traditional Calendar Schools was September 5! Governor Scott Walker, DPI Superintendent Tony Evers, State Senator David Craig, Alderman Mark Borkowski, Directors Paula Phillips and Terry Falk, and other community partners join my team and me as we celebrated Day One at Whitman Elementary School. Students were greeted by Bango, mascot for the Milwaukee Bucks, and by members of We Six, a jazz ensemble from the Wisconsin Conservatory of Music. MPS has declared the 2017-18 school year as the Year of the Arts.

### Meetings from late August through mid-September

- I attended the United Way partnership meeting. We are constantly brainstorming how we can raise more dollars, engage more people, and drive more impact for the community fund which supports our community schools. I also met with Jayne Thoma from United Way. We continue to work on identifying ways to increase volunteer engagement.
- I participated in the ribbon-cutting celebration for the brand new multi-sport court at Browning Elementary. The collective impact demonstrated by the corporate sector—specifically the Milwaukee Bucks and Johnson Controls was amazing and commendable. Their investment in this community is proof to our young people that they are special, that they are worth investing in and that we believe they have the ability to be successful — both inside and outside of the classroom.

- I participated in the 88Nine No Empty Backpacks event at Lancaster Elementary.
- I attended a meeting with Rock Ventures at Bradley Tech High School. I was MPS proud to showcase Bradley Tech, given the commitment from local educational institutions to the success of the school and the position it has as a national best-practice model in technology and trade education.
  - I co-hosted a meet-and-greet for Dr. Mahalia Hines, the President of the Common Ground Foundation. The Foundation's mission is to empower high-school students from under-served communities to become future leaders. The program's focus is on character development, social impact, healthful living, technology, financial literacy, creative arts, and global leadership.
  - My Senior Team and I held our weekly meeting at Milwaukee French Immersion, in support of the Kohl's Corporate — Backpack Giveaway. We appreciate Kohl's for the gifts of backpacks filled with all the tools and school supplies needed for a successful school year. The incredible generosity of Kohl's to ensure that all students start their educational journey off strong was truly commendable.
  - I attended the launch of the Ascension Mobile Dental Clinic at River Trail Elementary. This event is vital to the students whom we serve at MPS. In our community, more than 60,000 children live in poverty and lack access to basic dental care. These children are at high risk for tooth decay, infection, and dental pain that keeps them out of school and negatively impacts their quality of life. Tragically enough, dental pain is a leading cause of students missing school in America — with children missing more than 51million hours of education each year. With many of our students being economically disadvantaged, it is invigorating to participate in such a worthwhile initiative.
  - I attended and presented at the Kiwanis Club meeting. What a great opportunity to enlighten the community on the incredible strides we are making as a district! Many were interested in learning about our Collective Impact Strategy for Improvement: It Takes a Village, Collective Impact in MPS, and other topics, including Leading Through Equity, Mindfulness Over Matter, Department of Black & Latino Male Achievement (BLMA), Year of the Arts (YOTA), Universal Driver Education, culinary arts, and empowering families. The audience was engaging, and it was rewarding to experience their passion for MPS.
  - The Salvation Army, in collaboration with WISN, held its annual backpack drive at Benjamin Franklin Elementary. For five years, we have had the privilege of receiving generous backpack and donations of school supplies from the Salvation Army and WISN.
  - I was at James Madison High School for the announcement of the Sprint \$1 Million Project. Nearly 3,000 MPS high-school students will receive free wireless devices and internet service, thanks to the \$1 million project. Sprint will provide 2,800 devices each year for five years. Devices will be distributed to students through our high-school library media centers.

### **Events/Programs/Announcements**

#### *District scores improve on ACT exam*

Milwaukee Public Schools' graduates of 2017 have recorded higher ACT test scores than did their predecessors, according to results released Thursday, September 7, 2017. Over the past five years, the district has seen scores climb in English, mathematics, reading, and science. The ACT is a nationwide test of proficiency in English, mathematics, reading, and science designed to measure the skills needed for success in first-year college coursework.

Five-year trends show continued progress for those who graduated in 2013 compared with 2017's graduates. For example, the composite reading score climbed from an average of 15.9 in 2013 to 16.7 in 2017. Average ACT scores in science improved from 16.4 to 17.2 over five years. The district's composite score increased from 15.8 to 16.5. The state composite score fell from 22.1 to 20.5 in the same time frame, but it must be noted that the number of students taking the ACT increased dramatically when ACT became the state accountability test.

The percentage of students who met college-readiness benchmarks in English, reading and science increased from year to year as well as over the five-year period. In the important writing component of the ACT exam, average writing scores for white and Hispanic students were higher than the state average for those same ethnic groups. MPS students who are white earned an average score of 6.6 compared with 6.3 for white students across the state. MPS Hispanic students outpaced their statewide peers with scores of 5.9 compared with 5.7.

*Bucks and Johnson Controls Open \$150,000  
Multi-sport Complex at Browning  
Elementary*

The Milwaukee Bucks and Johnson Controls recently held a grand opening ceremony for a \$150,000 multi-sport complex on the campus of Browning Elementary School and Silver Spring Neighborhood Center in Milwaukee's Westlawn neighborhood. The project was initially announced in May, and construction had been ongoing in the months since the announcement. Browning Elementary School students had their first chance to play in the new space, which includes six basketball courts, one futsal court, a soccer field, and additional recreation space, all contained within a 200-meter track. The complex, which has Bucks and Johnson Controls branding, has been configured to allow flexibility for multiple sports such as volleyball and tennis and will be well lit to provide a safe space for recreation during evening hours.

*Community generosity provides students with  
the tools to succeed*

MPS partner Radio Milwaukee, with the support of *The Milwaukee Business Journal*, recently finished its second annual "No Empty Backpacks" school-supply drive. The effort encouraged hundreds of people and businesses from across the community to purchase and donate needed school supplies for low-income students. Special deliveries were made to six MPS schools: Carson, Hi Mount, Lancaster, Mitchell, Victory, and Thurston Woods. In all, the drive collected 37,389 items, including 350 backpacks, plus supplies such as pens, notebooks, protractors, glue, highlighters, markers, calculators, folders, flash drives, pencils, and paper. Students at Lancaster School received their backpacks at a special assembly that included a musical performance by eclectic Milwaukee hip-hop collective New Age Narcissism.

## **Awards/Recognition**

---

### *MPS Alumni Weekend*

The Run Back to School and the MPS Foundation's Inaugural Alumni Weekend were great successes! We had a great turnout and beautiful weather for the 10<sup>th</sup> Annual Run Back to School. Between volunteers and participants, we had over 1,000 people participate in the run to support the health and well-being of our youth, and there were nearly 350 people in attendance for the first-ever Alumni Awards Dinner held at the Italian Community Center — it was a sellout!

Nine individuals were honored at the inaugural Alumni Awards Dinner in the following seven categories:

- Start, Stay, Succeed Champion Award: Michael Harris, principal, and Nathaniel Deans, teacher, Riverside University High School (Riverside High School Alumni)
- Outstanding Alumni Award: Patricia Contreras, Director-Global Community Relations and Contributions,
- Rockwell Automation (Milwaukee Tech High School Alumna)
- Young Alumni Award: Keith Stanley, Executive Director, Near West Side Partners (Rufus King High School Alumnus)
- Service Award: Jackie Herd-Barber, Community Volunteer Extraordinaire (Custer High School Alumna)
- Corporate Partner Award: William "Bill" Berezowitz, Vice President and General Manager, GE Healthcare (Bay View High School Alumnus)
- Honorary Alumni Award: Joe and Jennifer Bartolotta, Bartolotta Restaurant Group
- Lifetime Achievement Award: Allan "Bud" Selig, Commissioner Emeritus, Major League Baseball (Washington High School Alumnus)

The event also served as a kick-off to the Foundation's annual giving campaign, which raises funds to support high-quality programming for MPS students at all grade levels, to provide resources for district projects and special educational events, and to award more than \$60,000 in college scholarships to MPS graduates each year.

United Way held its Backpack Coalition, giving school supplies to freshmen at JMAC, South Division, and Bradley Tech, and to students at Browning, Hopkins-Lloyd, and Lincoln Avenue elementary schools. The students were so excited to receive the supplies and to see the generosity of our community.

United Way also held the Community Combined Giving Campaign Kickoff at the Zoo. This year's United Way team is full of energy and committed to a very successful campaign.

#### *Heart & Stroke Walk*

I would like to take this opportunity to thank all members of the MPS family who participated in Sunday's 2017 Heart & Stroke Walk at Veterans Park! MPS had a great showing, with over 400 participants. Special thanks to the following schools for going the extra mile to support and encourage the participants along the walk route:

- Bay View High School — Drumline, cheerleaders & staff of Vincent High School — Cheerleaders, staff & provided services through the Culinary Arts Program
- James Madison Academic Campus — Provided services through the Culinary Arts Program
- Washington High School — Cheerleaders, mascot, and staff
- Riverside University High School — Cheerleaders, football team, and staff

\* \* \* \* \*

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

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

After several months' delay, the Wisconsin State Budget has been signed into law. The Board's Legislative Policy Specialist shared final details concerning the budget, along with an update on federal-level policy action that may affect MPS.

\* \* \* \* \*

### **(Item 2) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)**

#### **Background**

The Office of Board Governance has received notice from the Wisconsin Association of School Boards (WASB) of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB's Region 14, the Milwaukee Board of School Directors elects its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region, and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly in January 2018. The current WASB delegate from Region 14 is Director Terrence Falk.

#### **Background**

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

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

Board Rule 1.28, Board Memberships

#### **Implementation and Assessment Plan**

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate's signed declaration that he or she will serve if elected.

**Committee’s Recommendation**

---

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

Consideration of this item was deferred until the October 2017 Board meeting.

\* \* \* \* \*

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

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

**Upcoming Project Work**

---

*Whistleblower*

1. Background

On June 29, 2017, the Board approved the creation of Administrative Policy and Procedure 6.38, which enhances the reporting of theft, fraud, waste, abuse, and illegal or unethical behavior within the district. These documents align district practices to those of the City of Milwaukee.

2. Update

The OAE has been working with the Office of Board Governance-Audit Services and the Administration to review procedures and practices related to whistleblower protections for individuals that participate in inquires or investigations. Policy updates may be forthcoming to ensure that protections are explicit, communicated, and understood by those who participate in investigations.

*School Resource Officer Evaluation*

1. Background

On July 27, 2017, the Board directed the Administration and the OAE to engage an external evaluator to conduct an evaluation of the School Resource Officer Program, with a preliminary report to be brought to Board in December 2017 and a final report in May 2018.

2. Update

The OAE has worked with the Administration to create an RFP to engage an external evaluator. The RFP is expected to be released by the end of September to no less than three evaluators currently on the District’s pre-approved evaluator list maintained by the Office of Innovation & Information-Division of Research and Evaluation.

*3.10 HUB Policy Updates*

1. Background

It is the declared policy of the Board to aid, to assist, and to protect, to the extent justified by the evidence, the interests of historically underutilized business (HUB) concerns in order to preserve free competitive enterprise and to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS are placed with HUBs. This is codified in Administrative Policy 3.10.

2. Update

Administrative Policy 3.10 was last updated in 2005. To remain current with practice, a review of this policy will be conducted, with recommendations for revision to be brought to the Board.

\* \* \* \* \*

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of August 30, 2017, and September 1, 8, 21, and 22, 2017. The motion to accept the reports prevailed, the vote being as follows:

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

\* \* \* \* \*

## REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 2, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days* — was set aside at the request of Director Bonds.
- Item 5, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on the Award of Professional Services Contracts* — was set aside at the request of Director Bonds.
- Item 8, of the Report of the Committee on Accountability, Finance, and Personnel — *Action on a Request to Enter into an Exception-to-Bid contract with Direct Path LLC (Previously patient Care) for Benefit Advocacy/Customer Service* — was set aside at the request of Director Bonds.
- Item 3, of the Report of the Committee on Parent and Community Engagement — *Report with Possible Action on Black and Latino Male Achievement* — has been set aside at the request of Director Báez.
- Item 1, of the Report on Strategic Planning and Budget — *2017-18 Fall Budget and Staffing Adjustments Overview* — was set aside at the request of Director Woodward.

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

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

## COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

**Classified Personnel Transactions**

Code	Name	Position and Salary	Date
		New Hires	
2	Garry Levy	Boiler Attendant Trainee \$32,863.74	07/10/2017
5	Laurette Amoroso	Nutrition Technician \$35,964.00	07/13/2017
5	Scott Gleisner	Painter \$30.07 per hour	07/31/2017
2	Denise Thompson	School Secretary I — 10-month \$24,123.00	07/27/2017
2	Carmellett Westmoreland	School Secretary I — 11-month \$25,472.00	07/28/2017
		Promotions	
2	Devona Blount	Central Kitchen Manager Assistant II \$37,797.00	07/24/2017
5	Jacob Cordes	Laborer - Chageman \$30.40 per hour	07/10/2017
4	Guadalupe Lopez	Payroll Assistant I \$32,568.00	07/05/2017
4	Rebeca Areizaga	School Secretary I — 11-month \$33,572.00	07/28/2017
5	Janet Kasprzak	Secretary II \$41,000.00	07/05/2017
5	Mary Balistreri	Secretary II \$39,405.00	07/12/2017

**Action on Certificated Appointments**

Code	Name and Position	Division	Salary	Date
		<u>Teachers</u>		
5,nr	Beck, John Gen Elem & K8 — All Grades	B	\$52,500.00	8/7/2017
5,r	Fritz, Mark School to Work	C	\$62,508.00	8/7/2017
5,r	Hayes, Victoria Speech Pathology	B	\$44,311.00	8/28/2017
5,nr	Korotev, Jayne Day to Day Teacher	B	\$41,311.00	8/7/2017
5,r	Monaco, Joan IDEA — Speech Pathology	B	\$62,508.00	8/7/2017
5,nr	Nelson, Emery Special Ed Multicategorical	B	\$41,311.00	8/7/2017
2,r	Roberts, Keith Health & Phy Ed	C	\$48,322.00	8/7/2017
5,nr	Rogall, Joseph Gen Elem & K8 — All Grades	B	\$51,000.00	8/17/2017
5,r	Scholz, Axel Science	B	\$41,311.00	8/7/2017
4,nr	Senske, Andrea Cat Math High	B	\$41,311.00	8/7/2017

Code	Name and Position	Division	Salary	Date
5,r	Wright, Peter Special Ed Multicategorical	B	\$42,314.00	8/7/2017
5,r	Zelinski, Allison Special Ed Multicategorical	B	\$41,311.00	8/7/2017
<u>Teachers — IB Calendar</u>				
5,nr	Bart, Elizabeth Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5,nr	Bell, Courtney Foreign Language	B	\$45,386.00	8/7/2017
5,nr	Koberstein, Anne Multicategorical Comp Sen	B	\$41,813.00	8/7/2017
<u>Permit Teacher — IB Calendar</u>				
5,nr	Gawlik, Aleksandra Special Ed Multicategorical	B	\$41,311.00	8/7/2017
<u>School Social Worker</u>				
5,nr	Bersch, Elizabeth Social Work	2A	\$52,093.00	8/16/2017
5,nr	LeClair, Alanna Social Work	2A	\$52,093.00	8/16/2017
<u>School Social Workers — IB Calendar</u>				
5,r	Bretzmann, Jordan School Social Work	2A	\$52,093.00	7/27/2017
5,r	McDermott, Peter School Social Work	2A	\$52,093.00	7/27/2017
<u>School Social Workers — IB Calendar</u>				
5,r	Veto, Emily School Social Work	2A	\$52,093.00	7/27/2017
<u>School Psychologists</u>				
5,nr	Brugger, Ashley School Psych Services	51C	\$53,503.00	8/16/2017
5,nr	Calawerts, Stephanie School Psych Services	51C	\$53,503.00	8/16/2017
3,nr	Chan, Kai School Psych Services	51C	\$53,503.00	8/16/2017
5,r	Ferry, Matthew School Psych Services	51C	\$53,503.00	8/16/2017
5,r	Korducki, Richard School Psych Services	51C	\$85,293.00	8/16/2017
5,r	Kuiphoff, Jessica School Psych Services	51C	\$55,003.00	8/16/2017
3,nr	Shah, Seema School Psych Services	51C	\$53,503.00	8/16/2017
<u>School Psychologist — IB Calendar</u>				
5,nr	Brooks, Julie IEP Teams	51C	\$65,503.00	7/27/2017
5,r	Carter, Jennifer HS/MS Psych Services	51C	\$53,503.00	7/27/2017
5,r	Kast, Erica HS/MS Psych Services	51C	\$53,503.00	7/27/2017
5,nr	Meyer, Susan School Psych Services	51C	\$62,000.00	7/27/2017
5,nr	Patterson, Jenessa School Psych Services	51C	\$53,503.00	7/27/2017

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
- (1) Native American ..... 0

(2)	African American.....	1
(3)	Asian/Oriental/Pacific Islander .....	2
(4)	Hispanic .....	1
(5)	White.....	29
(6)	Other .....	0
(7)	Two or More Ethnic Codes .....	0
	Males.....	9
	Females .....	24

**Certificated Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, August 2017		
Elaine Everding	Fratney	08/28/2017
Lori Dingman	Vincent	08/28/2017
Illness Leave, May 2017		
Joanne Murphy	Engleburg	05/30/2017
Illness Leave, October 2017		
Danielle Schuh	Andrew Douglas	10/29/2017

**Report on Certificated Resignations and Retirements**

Reason	Years Service	Ethnic Code	Name	Position	Location	Effective Date
<i>Certificated Resignations</i>						
Personal	4.7	5	Laurie Anderson	Teacher	Morse	07/28/2017
Personal	9.0	5	Richard Annis	Teacher	Gaenslen	07/25/2017
Other Work	2.0	5	Carolyn Atwell	Teacher	Spanish Imm	08/01/2017
Personal	19.0	5	Jennifer Baciak	Teacher	Parkside	07/25/2017
Personal	8.0	5	Thomas Baker	Teacher	Meir	08/01/2017
Other Work	3.9	5	Eric Bakka	Teacher	Lincoln MS	07/27/2017
Retire	32.2	5	Kevin Berlin	Teacher	HS of the Arts	10/11/2017
Other Work	3.0	5	Kayla Bruss	Teacher	Thurston Woods	07/25/2017
Personal	0.5	2	Sabrina Catlett	Teacher	Marshall	07/28/2017
Other Work	6.8	5	Wendy Concha Beirs	Teacher	Greenfield	07/25/2017
Personal	19.5	2	Latasha Dawson	AP	Marshall HS	08/08/2017
Other Work	2.3	5	Michael Elrod	Teacher	Gaenslen	08/02/2017
Other Work	17.0	5	Amy Fialkowski	Teacher	Hawthorne	08/03/2017
Other Work	8.0	6	Daniel Foulard	Teacher	Pulaski	08/05/2017
Other Work	15.0	4	Jose Frias	Teacher	Rufus King	07/28/2017
Other Work	1.0	5	Sarah Gabriel	Teacher	Bay View	07/10/2017
Personal	12.0	5	Cady Gill	Teacher	Central Svcs	07/31/2017
Personal	3.8	5	Morgan Grimes	Teacher	Grantosa	07/17/2017
Other Work	3.5	5	Torrey Lauer	Teacher	North Division	07/27/2017
Other Work	9.0	5	Kristin Lee	Teacher	Auer	06/30/2017
Personal	5.0	5	Jean Lein	Teacher	Central Svcs	08/31/2017
Other Work	21.0	5	David Long	Teacher	Rufus King	07/07/2017
Personal	0.5	5	Gena Lyon	Teacher	French Immersion	07/10/2017
Other Work	3.0	2	Joshua Mack	Teacher	Marshall HS	07/11/2017
Personal	8.5	5	Rebecca McCallister Hall	Teacher	Greenfield	06/13/2017
Personal	10.0	5	Maggie McGinty	Teacher	Central Svcs	07/24/2017
Other Work	12.0	2	Lekynik Meyer	Teacher	French Immersion	07/31/2017
Personal	1.6	5	Amanda Munsch	Teacher	Morgandale	07/26/2017
Personal	3.0	4	Beatriz Pacheco	Teacher	Lincoln MS	07/25/2017
Personal	2.0	5	June Page	SSW	Central Svcs	07/10/2017
Personal	9.0	2	Krishana Robinson	Teacher	Bethune	07/26/2017
Other Work	0.3	5	Mary Roidt	Teacher	Central Svcs	07/12/2017
Personal	2.0	5	Lauren Rutter	Teacher	HS of the Arts	07/28/2017
Personal	9.7	4	Blanca Sanchez Walker	Teacher	Doerfler	07/17/2017

Reason	Years Service	Ethnic Code	Name	Position	Location	Effective Date
Other Work	3.0	5	Thomas Schadeberg	Teacher	Grantosa	07/13/2017
Other Work	3.4	5	Gregory Springman	Teacher	Lincoln Ave	08/16/2017
Personal	8.6	5	Shane Tendick	Teacher	North Division	08/02/2017
Personal	1.0	2	Reginald Thompson	Teacher	Bay View	06/30/2017
Other Work	8.7	4	Guadalupe Torres	Teacher	ALBA	07/11/2017
Retire	17.0	2	Margaret Wallace	Teacher	Lancaster	07/21/2017
Personal	15.0	5	Lisa Wolter	Teacher	Riley	08/11/2017
Other Work	0.7	5	Suzanne Zidek	Teacher	IDEAL	07/20/2017
Retire	29.3	5	Norah Zilisch	Teacher	New School	11/20/2017
<i>Classified Retirements</i>						
Retire	26.4	2	Tim Belin	CHA	Marshall HS	07/02/2017
Retire	33.5	5	Judith Bentley	Gen Ed Asst	Hamilton HS	06/30/2017
Retire	49.8	5	Erwin Bukin	Proc Assoc	Central Svcs	07/05/2017
Retire	28.7	5	Elizabeth Fleming	Para	Riley	06/30/2017
Retire	31.8	5	Shirley Lakritz	Para	Kilbourn	07/07/2017
Retire	23.1	2	Milo Lee	Safety Asst	SS&A	07/02/2017
Retire	27.8	2	Delores Lenora	Safety Asst	SS&A	07/01/2017
Retire	16.2	5	Lois Mattias	BSH I	Victory	07/20/2017
Retire	13.5	2	Wendy Poole	BSH I	Webster	07/01/2017
Retire	12.5	2	Sharon Skinner	Manager	Central Svcs	07/01/2017
Retire	26.7	5	Mark Strzelecki	Roofer	Roofing Shop	07/01/2017
Retire	13.2	2	Shirley Turner	Analyst	Central Svcs	07/01/2017
Retire	23.6	5	Daniel Wescott	Engineer I	Neeskara	07/01/2017

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for August 2017 is attached to the minutes of your Committee’s meeting. This is an informational report, and no action is required.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days**

**Recommended Appointments**

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

Code	Name	Position	Salary
(5)(r)	Christopher Hauser	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A \$132,237
(5)(r)	Jennie Ekstein	Social Studies Curriculum Specialist Office of the Chief of Academics	Schedule 03, Range 11A \$103,712
(5)(nr)	Kimberly Merath	PBIS Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09A \$93,368
(3)(nr)	Joseph Hill*	Coordinator II, Non-Public Education Services Office of the Chief of Finance	Schedule 03, Range 07A \$88,499

Code	Name	Position	Salary
(5)(r)	Carrie Vanden Wymelenberg	Grants Specialist I Office of the Chief of Innovation & Information	Schedule 03, Range 08A \$63,966
(3)(r)	Molly Xiong	Management Intern Office of the Chief of Finance	Schedule XXX, Range 4R \$32,967

### **Recommended Reassignments**

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

Code	Name	Position	Salary
(2)(r)	Kimberly Dunn	Assistant Principal III, Obama SCTE Office of the Chief of School Administration	\$87,549

### **Recommended LTE Contracts**

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

Code	Name	Position	Salary and Dates
(5)(r)	Dare Boling	InSPIRE Grant Manager Office of the Chief of Academics	\$50.00 8/14/17 to 12/22/17
(5)(r)	Randie Clark	School Psychologist Office of the Chief of Academics	\$50.00 9/5/17 to 1/20/18
(5)(r)	Jennifer Maederer	School Psychologist Office of the Chief of Academics	\$50.00 8/16/17 to 1/12/18
(3)(nr)	Vasundhara Sekhar	School Psychologist Office of the Chief of Academics	\$50.00 9/5/17 to 1/20/18
(5)(r)	Randall Welniak	School Psychologist Office of the Chief of Academics	\$50.00 9/5/17 to 1/12/18
(3)(nr)	Joseph Hill*	Non-Public Coordinator II Office of the Chief of Finance	\$42.55 8/14/17 to 11/4/17
(5)(r)	Colleen Haubner	Building Coordinator for Evaluation Teams Office of the Chief of Academics	\$40.00 7/24/17 to 12/22/17
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator Office of the Chief of Academics	\$40.00 8/14/17 to 12/22/17
(5)(r)	Jenni Henze	Smart Spaces Online Instructor Office of the Chief of Academics	\$31.00 9/1/17 to 3/1/18
(4)(r)	Julia Carrillo	Regional Attendance Support Liaison Office of the Chief of School Administration	\$30.00 8/14/17 to 12/30/17
(5)(r)	Tamera Derby	Smart Spaces Classroom Facilitator Office of the Chief of Academics	\$30.00 9/1/17 to 3/1/18
(4)(r)	Yolanda Estante	Music Office of the Chief of School Administration	\$30.00 8/28/17 to 2/28/18
(2)(r)	Patricia Kirby	Preventative Services Office of the Chief of School Administration	\$30.00 8/14/17 to 2/14/18
(2)(r)	Gloria McGee	Regional Attendance Support Liaison Office of the Chief of School Administration	\$30.00 8/14/17 to 12/30/17
(2)(r)	Rosalind Owens	Regional Attendance Support Liaison Office of the Chief of School Administration	\$30.00 8/14/17 to 12/30/17
(5)(nr)	Catherine Quandt	Psychometric Assistant Office of the Chief of Academics	\$30.00 9/5/17 to 1/12/18
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate Office of the Chief of Academics	\$30.00 8/1/17 to 1/31/18

Director Miller moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, and President Sain — 4.  
 Noes — Directors Bonds, Woodward — 2

\* \* \* \* \*

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

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

The Administration is requesting authorization to enter into a blanket agreement with CDW Government LLC to provide charging carts for Chromebooks, manufactured by Spectrum, to MPS schools and departments as needed. These carts will be used to secure, charge, and transport Chromebooks within our school buildings. This vendor, who was chosen pursuant to RFB 5755, was the lowest-complying bidder.

The contract will run from October 1, 2017, through August 31, 2018, (the “Initial Term”), with up to two additional one-year extensions if certain performance metrics incorporated into the RFB are met.

The total cost of the goods purchased will not exceed \$596,290 during the Initial Term of the blanket agreement.

Budget Code: Varies by location ordering goods .....\$596,290

CDW Government LLC

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	7,123
Total # of Minorities.....	1,837
Total # of Women .....	2,080
HUB Participation	
Required.....	N/A
Proposed.....	N/A
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment Hour Commitment .....	300
Student Career-Awareness Commitment.....	10

**Routine Monthly Reports**

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

**Acceptance of Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Hamilton High School	The Kula Foundation*	\$8.21	Red Robin Donation
Washington High School of I.T.	The Kula Foundation*	\$0.47	Loyalty Program
Bradley Trade & Tech	The Kula Foundation*	\$9.47	General School
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School
Kilbourn School	Leaddog Marketing Group	\$133.26	Kohl's Grant
Kilbourn School	Leaddog Marketing Group	\$321.75	Kohl's Grant
Kilbourn School	Leaddog Marketing Group	\$234.80	Kohl's Grant

Location	Donor	Amount	Gift or Purpose
Parent Information Services	The Pfister Hotel	\$248.81	Alumni After School Networking Event
South Division High School	The Kula Foundation*	\$4.24	Red Robin Donations
Obama School of Career & Tech Ed	The Kula Foundation*	\$1.80	Support for Entire School
Obama School of Career & Tech Ed	The Kula Foundation*	\$2.20	Support for Entire School
Ronald Reagan High School	The Kula Foundation*	\$10.73	General School Supplies
<b>Total Monetary Donations</b>		<b>\$1,575.74</b>	
<b>Non-Monetary Donations</b>			
MacDowell Montessori	Donors Choose	\$244.00	Fans
MacDowell Montessori	Donors Choose	\$358.06	Water & Cooling
James Madison Academic Campus	A Gift For You	\$12.86	Book
Kilbourn School	Adopt A Classroom	\$301.00	Math/Incentive Charts, Tape
Kilbourn School	Adopt A Classroom	\$498.58	Digital Camera, Coffee Maker
Kilbourn School	Adopt A Classroom	\$200.82	Reading and Writing Supplies
Kilbourn School	Adopt A Classroom	\$51.23	Pencils, Books, Crayon, Ruler
Kilbourn School	Adopt A Classroom	\$511.06	Rug, Puppet Set, Basketball Set
Kilbourn School	Adopt A Classroom	\$499.17	Art Sets, Scissors, Skill Books
Kilbourn School	Adopt A Classroom	\$500.00	Pencils Erasers, Newsprint Paper
Kilbourn School	Adopt A Classroom	\$491.17	Pencils, Adhesive Rolls
Kilbourn School	Adopt A Classroom	\$653.59	Puppets, Paint, Dry Rack Mats
Kilbourn School	Adopt A Classroom	\$487.14	Duplo Legos, Kitchen Set
Kilbourn School	Adopt A Classroom	\$171.09	Flash Cards
Kilbourn School	Adopt A Classroom	\$501.46	Books, Games, Trays, Math
Kilbourn School	Adopt A Classroom	\$502.95	Pompoms, Art Supplies, Baskets Stool
Kilbourn School	Adopt A Classroom	\$500.00	House Area Blocks, Containers
Kilbourn School	Adopt A Classroom	\$486.73	Books, Headphones, Flashcards
King High School	Debra Jupka	\$66.00	Sheet Music
Ronald Reagan High School	Milwaukee Wave — Samantha Ruekert	\$53.00	Milwaukee Wave Tickets
Ronald Reagan High School	Beer Belly's Restaurant	\$20.00	Gift Cards
Ronald Reagan High School	Milwaukee Admirals — Jaymee Ebbers	\$60.00	Admirals Game Tickets
Ronald Reagan High School	Milwaukee Brewers — Katina Shaw	\$92.00	Milwaukee Brewers Tickets
Ronald Reagan High School	Fast Track Oil Change Center — Toni Wegner	\$40.00	Oil Change Certificate
Ronald Reagan High School	McDonald's — Donna Stresing	\$36.00	Meal Coupons
Ronald Reagan High School	Rocky Rococo	\$275.00	Pizza for a Year
Ronald Reagan High School	Green Bay Packers — Julie Brockel	\$60.00	Visor, Mug, Cooler Bag, T- Shirt
Ronald Reagan High School	Wisconsin Timber Rattlers — Mary Robinson	\$56.00	Timber Rattlers Tickets
Ronald Reagan High School	Milwaukee Bucks — Mikaela Perry	\$260.00	Milwaukee Bucks Tickets
Ronald Reagan High School	Donors Choose	\$807.00	Science Field Trip
<b>Total Non-Monetary Donations</b>		<b>\$8,795.91</b>	
<b>Total Value of Donations for September 2017</b>		<b>\$10,371.65</b>	
<b>*Donations from MPS Alumnus</b>		<b>\$37.12</b>	

**Committee’s Recommendation**

Your Committee recommends that the Board (1) authorize the purchase and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

**(Item 4) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts and Emergency Contract**

**Background**

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

- Construction Contracts Requested for Approval
  - Newport Network Solutions for Proximity Card Access Control Installations at the following schools: Hampton Avenue, Lloyd Barbee Montessori, Milwaukee German Immersion, Thurston Woods, Townsend and Transition High School (Westside Academy II Building),  
FAR 00 SPJ DW ECNC ..... \$ 77,941.00
  - Burkhart Construction Corporation for Interior Remodeling at Central Services,  
FAR 00 RDP DW ECNC7 ..... \$ 708,200.00
- Professional Services Contracts for Approval
  - MGT of America Consulting, LLC for Long-Range Facilities Master Planning Services for all MPS Sites,  
FAR 00 RDP DW ECTS ..... \$ 956,501.00
  - Site Design Group, LTD for Playfield and Fieldhouse Design Services for Burnham Playfield and Alba School Playground at Walker Complex,  
STS 00 RFI B2 ECNC  
MBM 0A BDS A3 EMMB ..... \$ 173,680.00
  - Smith Group JJR for Playfield and Fieldhouse Design Services for Columbia Playfield, Custer Playfield, and Southlawn Playfield,  
Code: STS 00 RFI B2 ECNC ..... \$ 272,400.00
- Report of Emergency Contract
  - Wilkin Insulation Company, to address fireproofing material during the roof-replacement project at Wisconsin Conservatory of Lifelong Learning,  
FAR 00 MM2 WC ECNC HVA5 ..... \$ 151,500.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures:

- Total Construction Contracts Requested ..... \$ 786,141.00
- Total Professional Services Contracts Requested ..... \$ 1,402,581.00

- Total of Emergency Contract ..... \$ 151,500.00

**Implementation and Assessment Plan**

Upon approval by the Board, contracts will be implemented.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

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

**Background**

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

- EdTech Strategies, LLC, for E-Rate consulting services,  
TSV-0-0-TEC-TC-ECTS ..... \$ 282,460
- Hoonuit, LLC, for online professional development and training content,  
SDV-0-S-T28-OD-ECTS ..... \$ 95,000
- Goodwill Talentbridge, LLC, for contracted staffing services,  
varies by location using services ..... \$ 0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

Your Committee recommends that:

1. the Board accept the Administration’s recommendation, with the exception of the Goodwill Talentbridge extension;
2. the Board allow the Goodwill Talentbridge substitute-teacher service contract to sunset on December 31;
3. the Administration establish a taskforce to discuss and to construct options to bring to the Board on the issues of:
  - a. providing substitute teachers to the classrooms;
  - b. hard-to-fill assignments in our schools;
  - c. possible options for providing healthcare to substitute teachers;

4. the taskforce begin meeting immediately following the full board meeting on September 28;
5. that the taskforce meet at least three times before the November meeting of the Committee on Accountability, Finance, and Personnel to present possible options for possible action in November;
6. following in December and January, the taskforce discuss possible options for healthcare for substitute teachers;
7. those options be presented during the February board cycle; and
8. the taskforce be made up of two representatives from the MTEA, two representatives from the Administration, one representative from the Office of Accountability and Efficiency, one community representative, one parent representative, and one member of the Board.

Director Miller moved to adopt the committee’s recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, and President Sain — 4.  
 Noes — Directors Bonds, Woodward — 2

\* \* \* \* \*

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

**Background**

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

- Overdrive, Inc., for Virtual Library Subscription and Purchases, SLB-0-S-CSF-DW-ENTB ..... \$ 70,000
- Children’s Service Society of Wisconsin, for Services Related to the Project Prevent/Resilient Kids Grant, DTI-0-S-RX8-DE-ECTS ..... \$ 114,232
- UW Board of Regents, to Provide Project Evaluation for the Project Prevent/Resilient Kids Grant, SYS-0-S-RX8-DE-ECTS ..... \$ 75,000
- Board of Regents of the University of Wisconsin System on behalf of UWM-TRIO, for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... \$ 165,414
- Board of Regents of the University of Wisconsin System on behalf of UWM-SREED for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... \$ 258,181
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Madison (PEOPLE) for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... \$ 135,363.06
- Boys & Girls Club of Greater Milwaukee, Inc., for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS ..... \$ 85,312.50

- Marquette University for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS..... \$ 85,000
- Cardinal Stritch University for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS..... \$ 110,000
- Milwaukee Area Technical College for Services Related to the United States Department of Education’s GEAR UP Grant, GEN-0-S-GQ8-EO-ECTS..... \$ 87,500
- Milwaukee Achiever Literacy Services, Inc. for Adult Basic Education Services, DTI-0-S-1C8-IF-ECTS..... \$ 90,000

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 7) Action on Resolution 1718R-004 by Directors Phillips and Voss Regarding School Nutrition Services**

**Background**

On August 31, 2017, the Milwaukee Board of School Directors referred Resolution 1718R-004 by Director Phillips, regarding School Nutrition Services (SNS), to the Committee on Accountability, Finance, and Personnel:

- WHEREAS, The vision of the Milwaukee Public Schools states, “All district staff will be committed to providing an educational environment that is child-centered, supports achievement, and respects diversity. The district and its schools will collaborate with students, families and community for the benefit of all”; and
- WHEREAS, The core beliefs of the Milwaukee Public Schools include, “Involved families are integral to increasing student achievement. Student voice is encouraged and respected”; and
- WHEREAS, MPS Administrative Policy 4.07 states, “School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students”; and

WHEREAS, MPS Administrative Policy 4.05 states, “The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefor advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after school programs. The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered an educational facility for teaching good dietary practices through the serving of nutritional adequate and attractive meals”; and

WHEREAS, Through its policies and practices, the District has made a commitment to provide a quality education for all students, which includes providing nutritious meals; and

WHEREAS, Parents and students have expressed to Milwaukee Public Schools their desire to improve the quality of school meal menus; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors directs the Superintendent or designee to:

1. create a non-repeating three-week school nutrition menu cycle with hot meals for breakfast that:
  - a. limits processed, high-sugar offerings, and
  - b. increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week and at lunch a minimum of three times a week;
2. supply trays and/or plates, rather than cardboard or tin cups, which will decrease food waste during school breakfast and school lunch;
3. establish regular communication between community members and school nutrition leadership in order to seek and foster input from students, parents, teachers, and staff on school menus; and
4. maximize meal time with lunch away from the desk and breakfast in the classroom and provide school lunch times on school websites.

The Administration requests that additional time be allowed to provide a formal response to this resolution. What is before you this evening is a brief description of programs, menu items, and similar items that are currently used or on schedule to be implemented this school year. We will take the feedback from this evening’s public testimony and use it as we prepare our formal response.

The Administration would like to share the following preliminary information and highlights related to the work of SNS on behalf of our students.

For our traditional breakfast, we currently offer a four-week menu cycle. It provides hot meals a minimum of twice per week. Students who are served breakfast in the classroom also receive a four-week menu cycle consisting of nine unique breakfast kits. Both menus provide students with one cup of fruit daily for breakfast.

SNS utilizes the “Offer-versus-Serve” option, which allows students to select a minimum of three of five meal components, in order to reduce food waste. Schools must offer students all five required components (meat, grain, vegetable, fruit, and milk), and one of the selections must be a ½-cup of fruit or vegetable.

By November 2017, SNS will offer fresh fruit at breakfast a minimum of two times per week in traditional breakfast and breakfast in the classroom. At lunch, we currently offer fresh fruits and vegetables a minimum of three times per week. In fact, most days, a fresh fruit or vegetable is served at lunch!

The Fresh Fruit and Vegetable Program is currently in 57 MPS elementary schools. Elementary school children are served a fresh fruit or fresh vegetable twice per week in the classroom, along with a nutrition lesson.

School Nutrition has also been participating in Farm-to-School initiatives. In this program, funds are used to procure local produce and dairy from Wisconsin farmers. Breads are also purchased from bakeries located within 250 miles of the district. This school year, we are proud to announce that we have teamed up with a local farmer and processor to provide MPS with broccoli buds.

For traditional cooking sites, we recently ordered a sturdier five-compartment tray that meets our eco-friendly and compostable standards. This tray is expected to arrive at MPS schools later this school year.

School Nutrition will continue to maintain public communication and post monthly menus, nutrition education resources, and student nutrition and wellness policies and procedures on the MPS SNS website. School Nutrition staff are available via email or phone to address public concerns. Parents are welcomed and encouraged to be active participants in their children’s Coordinated School Health & Wellness Team. We welcome parents to join their students for a school meal.

School-based taste-tests are conducted at a variety of schools throughout the school year to determine students’ preferences. The responses from students determine what products are placed on the menu.

Each school governs meal times and length of service based on its scheduled curriculum. In turn, SNS responds to the needs of individual schools. Each school is responsible for maintaining its school websites-- where meal times can be posted.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 4.07, Student Nutrition and Wellness Policy

**Committee’s Recommendation**

Your Committee recommends that the Board defer action on Resolution 1718R-004 until the November Board cycle, to allow the Administration additional time to conduct necessary analysis, especially as it relates to potential fiscal implications related to the resolution, with the understanding that we will hold listening sessions and get community input from all areas of the District.

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

\* \* \* \* \*

**(Item 8) Action on Request to Enter into an Exception-to-Bid Contract with Direct Path LLC (Previously Patient Care) for Benefit Advocacy/Customer Service**

**Background**

The Administration is requesting authorization to enter into a two-month exception-to-bid contract with Direct Path LLC (previously Patient Care) for customer service for the district’s benefits programs.

Direct Path provides support to employees and retirees by providing education and answers regarding the MPS benefit plan and government plans such as Medicare and COBRA. Direct Path advocates for employees and retirees regarding health services and resolutions of billing issues, provides pricing-transparency services to assist employees and retirees in selecting quality and cost-effective care, and assists during annual open enrollment with plan choices and evaluation.

Patient Care’s present contract is scheduled to end on October 31, 2017; however, MPS’s open-enrollment period runs from October 23, 2017, to November 10, 2017. Ending the services during the open-enrollment period would be a detriment to those employees who rely on the services. The new contract will run from November 1, 2017, through December 31, 2017.

A new RFP for these services has been initiated, and the Administration intends to bring forth a new contract with an effective date of January 1, 2018, which aligns with the beginning of a benefit plan’s new plan year.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

The total cost of the contract will not exceed \$45,000. DWC-0-0-EMB-DW-EMDI

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will implement the contract.

### **Committee's Recommendation**

---

Your Committee recommends that the Board approve the exception-to-bid contract, as attached to the minutes of your Committee's meeting, with Direct Path LLC (previously Patient Care) for benefit advocacy/customer service.

Director Phillips moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Miller, Phillips, Woodward, and President Sain — 5.  
Noes — Directors Bonds — 1

\* \* \* \* \*

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on Annual School Reading Drives Achievement Procedural Compliance Self-Assessment (RDA: PCSA)**

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

#### **Administration's Report**

---

1. The Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA or self-assessment) is one part of the Department of Public Instruction's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

2. Milwaukee Public Schools is committed to practices that lead to improved service delivery, provide information regarding needed professional development, and contribute to staff accountability for high-level outcomes for students with disabilities.

#### **Procedural Compliance Self-Assessment History**

---

3. In 2003, the Special Education Oversight Action Plan (SOAP) required MPS to align special education staff to increase accountability and support for students with disabilities, to develop and support a system to assist parents who have concerns (which is our current Parent Dispute Resolution System [PDRS]), and to develop and support a continuous-improvement-focused monitoring system. The continued-improvement-focused monitoring (CIFM) process included three major areas:

- monitoring of teachers and individualized education program;
- reviewing of systems within a school under the IDEA-2004 that were not part of the IEP, such as discipline, attendance; and service delivery, and
- implementing an annual school-based assessment with mandatory corrections.

4. In 2012, the Department of Public Instruction (DPI) determined that MPS had made systemic progress to enable MPS to use the same accountability as does the rest of the state. That accountability system was the Procedural Compliance Self-Assessment (PCSA). The only difference between MPS and the rest of the state was that MPS would be reviewed every year, rather than the rotating schedule of every five years as are other school districts.

5. The Procedural Compliance Self-Assessment includes a school-based assessment that is completed annually during the spring. At that time, a one-time annual measurement of compliance is completed at each school in the district. The results of the assessment provide school-based and district-level data. The district-wide data are used to analyze the need for district supports and to develop plans of improvement for district-wide systems serving students with disabilities.

### **Procedural Compliance Self-Assessment Focus Areas**

---

#### *Training of Staff*

6. Staff assigned to review students' records were trained by DPI in the Spring of 2017 in the RDA: PCSA Training and Certification eCourse. There will be a training refresher in February of 2018 prior to MPS's assessment

#### *Sampling*

7. The third-Friday count of MPS students with IEPs Wisconsin Information System for Education IDs will be uploaded, and the samples will be created. The Department of Public Instruction's reporting tool will generate samples for the IEP, IEP Implementation, and Discipline items.

#### *Compliance of Items*

8. Each student's most recent evaluation or re-evaluation will be reviewed, along with the student's current IEP. Evidence to indicate whether or not the student has received the required services and the progress made on his or her goal(s) will be provided by an IEP case manager for review. A district review of documentation of MPS's policies, procedures, and practices concerning the tracking of disciplinary removals of students with disabilities, along with documentation of educational services provided during each removal beyond the 10<sup>th</sup> cumulative day, will also be reviewed.

#### *Corrections of Items*

9. DPI will provide a list of student-level corrections that need to be made, along with due dates. MPS is required to meet current compliance based on the timeline.

### **Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 8.01, Student Nondiscrimination

\* \* \* \* \*

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

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

#### **Administration's Report**

---

1. Least Restrictive Environment is one of the most significant components in that Individuals with Disabilities Education Act (IDEA)-2004. It requires, to the maximum extent appropriate, that children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

2. There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education.

Indicator #1: Graduation Rates	Indicator #2: Drop-out Rates	Indicator #3: Assessments	Indicator #4: Suspension/Expulsion	Indicator #5: Educational Placement, Ages 6-21
Indicator #6: Educational Placements, Ages 3-5	Indicator #7: Preschool Outcomes	Indicator #8: Parental Involvement	Indicator #9: Inappropriate Identification in Special Education	Indicator #10: Inappropriate Identification in Specific Disabilities Categories
Indicator #11: Timely Evaluation	Indicator #12: Preschool Transition, Part C, Part B	Indicator #13: Transition Goals, Ages 16 and over	Indicator #14: Post-school Outcomes	Indicator #15: Resolution Sessions
Indicator #16: Mediation	Indicator #17: State Systemic Improvement Plan			

**LRE for Higher Outcomes**

3. As part of the LRE’s focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports district percentages quarterly regarding students who are receiving special education services in the LRE. The Department of Specialized Services’ plan is to educate students with disabilities, in accordance with their IEPs, in the regular education environment with their non-disabled peers.

**LRE Data**

4. Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin’s data for this indicator provide each school district with the target in each of the following categories:

- Indicator 5A            Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
- Indicator 5B            Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
- Indicator 5C            Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS LRE data-relative services, as defined by DPI, with Wisconsin’s target percentages. The MPS percent includes all students who have IEPs, including speech and language services.

State of Wisconsin	5A:	5B:	5C:
Target 2016-17	68.40%	8.30%	1.00%
MPS August 2017	74.76%	24.53%	0.71%

Please note, the numbers for MPS’s August LRE are from the schools on the Early Start Calendar. At the time of the report, there were 10,773 students with disabilities enrolled in Milwaukee Public Schools.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 8.01, Student Nondiscrimination

\* \* \* \* \*

**(Item 3) Report with Possible Action on Black and Latino Male Achievement**

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

**Background**

In late July, the Milwaukee Board of School Directors approved four staff members for the Department of Black and Latino Male Achievement (BLMA) — Juan Báez, Ed.D., Director; Lanelle Ramey, Director; Paul Moga, Coordinator; and David Castillo, Planning Assistant. The BLMA Team began on August 14, 2017. Each brings diverse perspectives and experiences to the department.

The department, which reports directly to Superintendent Darienne Driver, will work to analyze data and adopt local and national best practices that result in improved academic and life outcomes for students.

Examination of student-achievement data for all students indicates that Black and Latino students are consistently below their peers. It is critical to improve outcomes for all students. Focusing specifically on Black and Latino males' achievement will benefit all students in MPS.

The National Campaign for Black Male Achievement (CBMA) will support the Department of Black and Latino Male Achievement through a strong partnership. CBMA, which has selected Milwaukee as one of five priority cities, has worked closely with district and community leaders to identify proven strategies and to coordinate resources to improve academic and life outcomes for boys and men of color.

The presentation attached to the minutes of your Committee's meeting will provide an overview of current priority strategies that will lay the foundation for creating systems, structures, and spaces that will guarantee success for all Black and Latino boys and young men in MPS. If we

1. consistently demonstrate and communicate high expectations for Black and Latino male boys and young men;
2. create safe, protected, and empowering spaces for Black and Latino boys and young men to explore and dissect their individual and collective past, present and future;
3. facilitate partnership and collaboration between staff, students, families; and community;
4. aggressively transform the narrative surrounding Black and Latino boys and young men in Milwaukee;
5. develop school communities that prioritize support and accountability towards positive mindsets and best practices; and
6. identify and use metrics and data to make informed decisions, to monitor progress, and to create positive and relevant action steps;

then Black and Latino boys and young men will

- a. feel validated and supported inside and outside of school;
- b. possess an affirmed sense of identity, dignity, and self-confidence;
- c. be self-determined and have the necessary tools to triumphantly navigate college, career, and life after high school; and
- d. become transformative and responsible members of their local and global communities.

The 100 Days Plan for the BLMA includes

- finalizing Year 1 priority projects, pilots, and initiatives;
- developing critical networks and a community-engagement strategy;
- researching best practices, engaging in professional development;
- initiating resource-development strategy;
- forming a BLMA community advisory council and a BLMA student advisory council;
- establishing departmental structure, roles, and responsibilities;
- creating a data dashboard; and
- integrating self-care, healing, and dignity.

**Background**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

### **Fiscal Impact Statement**

---

This item does not authorize expenditures.

Director Báez moved that the Offices of Business, Community and Family Partnerships and Student Services conduct an assessment of the potential permanent or temporary relocation of students from Puerto Rico who may relocate to Milwaukee because of the recent devastation caused by Hurricanes Irma, Harvey, and Maria; and that this assessment include:

1. a plan for students to be registered in the district's student database, understanding that students may arrive without paperwork typically needed to register for school;
2. a plan for families to receive additional services, such as counseling, special education, ELL services, and food;
3. a plan to work closely with community-based organizations and other agencies involved in assisting Puerto Rico on matters related to natural disasters; and

that the Administration report to the Board of Directors on its efforts by December 2017 and periodically, as appropriate.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Miller, Phillips, Woodward, and President Sain — 6.  
Noes — 0.

\* \* \* \* \*

### **COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

Director Falk presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

#### **(Item 1) 2017-18 Fall Budget and Staffing Adjustments Overview**

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

#### **Background**

Budgeting is the process of setting financial and enrollment goals, forecasting future financial resources and needs, monitoring and controlling income and expenditures, and evaluating progress toward achieving the district's goals. Detailed budget planning allows MPS to maximize instructional opportunities for children while ensuring prudent use of resources.

The annual budget not only serves as a financial and operations plan for the immediate ensuing fiscal period, but also serves broader management and information purposes. The district-wide budget-development process is a multi-year collaborative process involving many stakeholders, including students, school engagement councils (SECs), families, school leaders, learning teams, Central Services personnel and chiefs of every office, task forces, community stakeholders, the Superintendent, and the Milwaukee Board of School Directors.

In the fall, the Administration works with school communities and MPS stakeholders to make any programmatic and budget changes necessitated by changes in revenue, in enrollment, and in revenue assumptions, and other developments.

In light of estimated revenue changes, the Administration is seeking input from the public and the Milwaukee Board of School Directors prior to the October budget-adjustment process.

**Strategic Plan Compatibility Statement**

---

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

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

---

Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

---

Currently, the district is waiting for both a state and federal budget to be approved. Anticipated revenue is not keeping pace with inflation, leaving the district with limited ability to cover increased costs and to meet the MPS mission.

Meeting the mission is challenging within an environment of stagnant revenues, growing educational options, increased need for quality programming aimed at serving Milwaukee’s diverse student population and a desire to regain public confidence that the school district can provide students with a quality education.

Challenges impacting resource choices include: enrollment variances; increase in utilization of health care and high claims costs; employee compensation; health and welfare/legacy costs; building operations and maintenance of district standard of care expectations; academic and instructional support; and per-pupil increases below the Consumer Price Index.

Following a thorough review of data and potential options, the Administration has identified the need to reduce planned expenditures based on updated revenue assumptions and increased health care costs and utilization.

This item seeks input on potential budget changes coming before the Board in October and does not authorize expenditures or changes at this time.

**Implementation and Assessment Plan**

---

The district's fall enrollment count will be taken on Friday, September 15, 2017, and submitted to the Department of Public Instruction (DPI) on Friday, September 29, 2017. Data from the enrollment report will be used by DPI to determine state aid and local revenue limits, which will be released in mid-October.

The Administration will prepare the 2017-18 amended adopted budget request that reflects the priorities and parameters set by the Board.

\* \* \* \* \*

**COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on TEAM GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Grant**

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

## **Background**

---

In 2011, Milwaukee Public Schools was awarded a seven-year, \$14.87 million federal GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant to promote college awareness and readiness, as well as to increase high-school graduation rates at selected schools. With the required dollar-for-dollar match, the grant is worth almost \$30 million dollars.

The grant is a cohort model which follows specific grade bands starting at grades six and seven and going through high-school graduation at select schools. The GEAR UP grant provides for a variety of programming and support systems to the students and families from middle school through high school. The TEAM GEAR UP (TGU) staff work full-time with seniors (Class of 2018) at eight different high schools throughout the district and nearly 20 institutions of higher education and community partners. The GEAR UP high schools are Audubon, Bay View, Bradley Tech, Hamilton, Madison, Marshall, MHSA, and Vincent.

The class of 2017, which was the first GEAR UP class, received more than \$11.6 million dollars in scholarship offers. The GEAR UP grant is entering into its seventh and final year.

### *Parental Engagement*

Since the 2014-15 school year, almost 1,000 parents have graduated from the Milwaukee Parent Institute (MPI) provided by GEAR UP. MPI is now used across the district through the M3 partnership among MPS, the University of Wisconsin-Milwaukee (UWM), and the Milwaukee Area Technical College (MATC)

### *Pre-College Programs*

Students' access to pre-college programs has increased. Students earn 0.5 elective credit.

#### *Successes*

Summer credit recovery is offered to 9th- and 10th-graders. The number of students taking Advanced Placement (AP) courses has increased.

Interactive college tours and visits have been offered at more than 20 unique colleges, both locally and out-of-state, that have served more than 12,000 participants.

The number of UW-Madison PEOPLE (Pre-College Enrichment Opportunity Program for Learning Excellence) scholars at GEAR UP schools has more than doubled.

Cambridge Testing Services has partnered to provide ACT preparation for students at all GEAR UP schools.

### *Student Successes*

Marquette University's Equal Opportunity Program (EOP) has accepted 34 students, and 17 are attending this Marquette this fall.

Over \$11.6 million in scholarship offers were earned by the first graduating cohort.

Nearly \$2 million in scholarships were offered by partners to over 150 GEAR UP students.

### *Next Steps*

- Black Male Summit(s)
- MKE Film Festival
- Marquette EOP
- MATC Driving Dreams
- College Tours
- Applied for a New GEAR UP Grant
- Increase in the number of students in the class of 2018 who will be going to college

## **Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 7.37, Graduation Requirements

### **Fiscal Impact Statement**

---

The GEAR UP grant requires a dollar-for-dollar match which is met through signed agreements with the grant partners. Milwaukee Public Schools counts time (salaries) and room-space toward match as well.

This item does not authorize expenditures.

\* \* \* \* \*

### **(Item 2) Report with Possible Action on Academic Standards**

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

#### **Background**

---

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the agenda for the Board's first meeting of the school year.

The academic standards addressed in this information report are:

1. Common Core State Standards. On September 27, 2012, the Milwaukee Board of School Directors requested an overview of the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation for instruction in the classroom and professional development for teachers and principals.
2. The Common Core Essential Elements were developed to provide students with significant intellectual disabilities the opportunity to be involved in and meet the same challenging expectations that have been established for all students in the Common Core State Standards.
3. The Common Core State Standards for Spanish Language Arts were developed to parallel the English Language Arts and the development of bilingualism.
4. On May 27, 2014 the Milwaukee Board of School Directors supported two initiatives aligned to the Wisconsin Model Early Learning Standards (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and apply new skills through child-initiated and teacher-initiated activities, and through interactions with peers, adults, and materials.
5. Per the Wisconsin Department of Public Instruction, all academic areas not covered by Common Core (CCSS and CCEE) and Wisconsin Model Early Learning Standards (WMELS) are covered by Wisconsin Academic Standards. See list below:
  - Art and Design Education
  - Dance
  - Environmental Education
  - Health Education
  - Information and Technology Literacy
  - Music Education
  - Nutrition Education
  - Personal Financial Literacy
  - Physical Education
  - Reading
  - School Counseling
  - Social Studies
  - Theatre Education
  - World Languages
6. The Wisconsin Department of Instruction has adopted the Next Generation Science Standards. These standards identify content and Science and Engineering practices that all students should learn from K-12 grade. These include Elementary Science, Physical

Science, Life Science, Earth and Space Science, and Engineering, Technology and Applications of Science in middle and high school.

7. In September 2013, the Wisconsin Department of Public Instruction released Career and Technical Education standards that are being used in our setting high expectations for students to be prepared for college and career. These standards are developed in grade bands K-5, 6-8, 9-12 and cover six broad subject areas:
  - Agriculture, Food and Natural Resources
  - Business and Information Technology
  - Family and Consumer Sciences
  - Health Sciences
  - Marketing, Management and Entrepreneurship
  - Technology and Engineering

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

Administrative Policy 7.01, Teaching and Learning Goals

\* \* \* \* \*

**(Item 3) Report with Possible Action on Postsecondary Student Data**

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

**Background**

This report provides information on Milwaukee Public Schools graduates who have entered post-secondary institutions of learning. These data are provided by the National Student Clearinghouse, which provides post-secondary enrollment and graduation data to schools and universities. The National Student Clearinghouse has been the national source of education verification and student-outcomes research since 1993. It provides data about post-secondary enrollment and graduation from schools and universities. More than 3,600 colleges and universities, enrolling over 98% of all students in public and private U.S. institutions, participate in the Clearinghouse. Approximately 3.7 million students are tracked by the Clearinghouse nationally

The data presented here track students from more than 3,600 colleges and universities for eight years after high-school graduation, based on enrollment, persistence and graduation.

**Percent of Students Enrolled in College in the Fall Immediately after High School**

		Percentage							
		2009	2010	2011	2012	2013	2014	2015	2016
Type of Institution	All	39	37	38	38	39	40	38	44
	Two-year	9	9	10	11	11	10	12	21
	Four-year	29	28	28	28	27	30	26	23

**Percent of Students Enrolled in College During the First Year after High School**

		Percentage							
		2009	2010	2011	2012	2013	2014	2015	2016
Type of Institution	All	48	47	46	47	47	48	44	48
	Two-year	35	34	32	31	31	32	29	25
	Four-year	13	13	14	15	16	16	16	25

**Persistence of Student That Returned for a Second Year**

		Percentage						
		2009	2010	2011	2012	2013	2014	2015
Type of Institution	Persistence	75	75	72	72	72	71	72
	Two-year	81	78	78	77	75	75	78

	<b>Four-year</b>	81	66	63	62	65	62	61
--	------------------	----	----	----	----	----	----	----

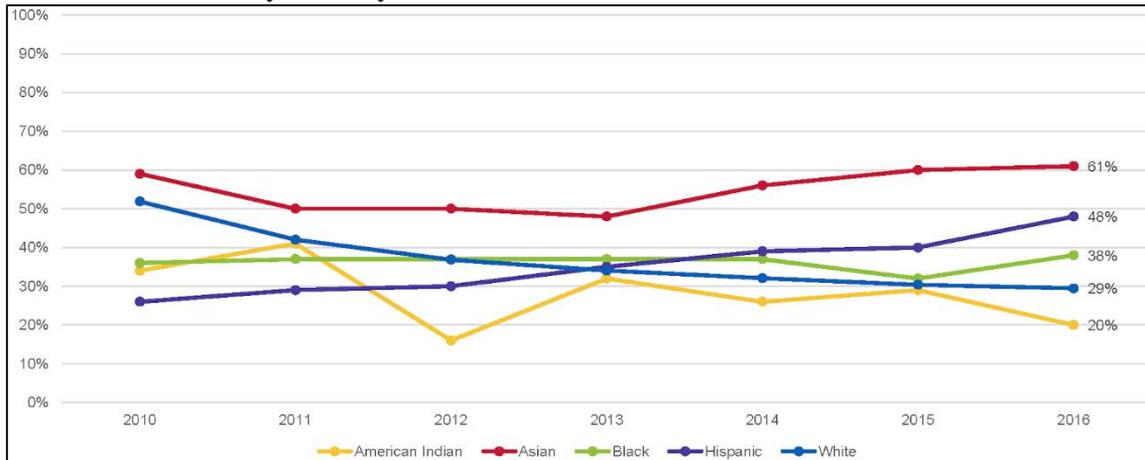
**Time to College Graduation within Six Years**

	Percentage		
	2009	2010	2011
<b>2 Years or Less</b>	1	2	1
<b>3 Years</b>	2	1	1
<b>4 Years</b>	6	5	4
<b>5 Years</b>	6	6	5
<b>6 Years</b>	3	3	3
<b>Total</b>	18	17	14

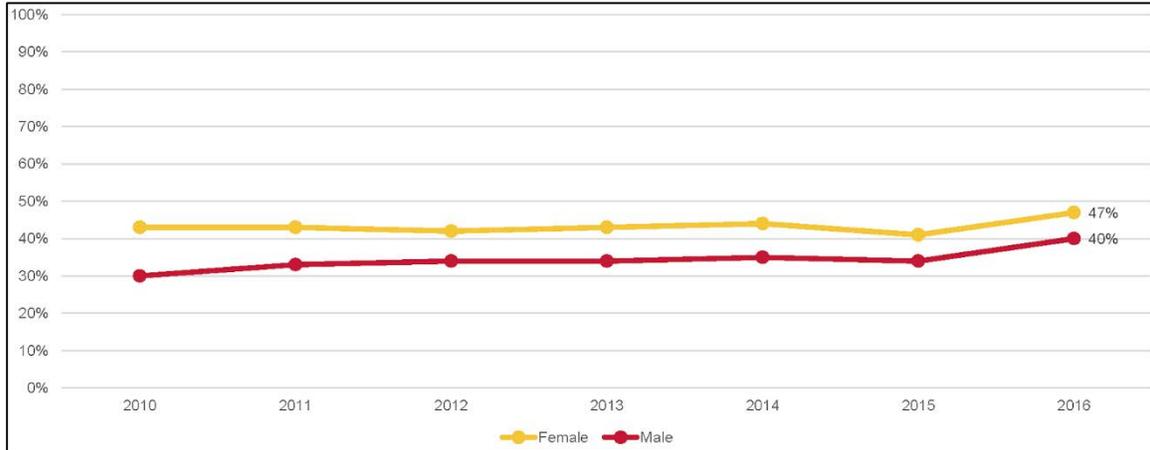
**Class of 2009: Enrollment and Progress**

	Percentage							
	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Graduated</b>		1	3	9	14	18	20	21
<b>New to College</b>	48	10	5	3	2	2	1	1
<b>Retained</b>		35	32	24	16	11	8	6
<b>Returned after Stop Out</b>			3	4	3	4	4	3
<b>No Longer Enrolled/Graduated</b>		12	20	27	32	35	38	40
<b>Not in NSC to Date</b>	52	42	37	34	32	30	29	29

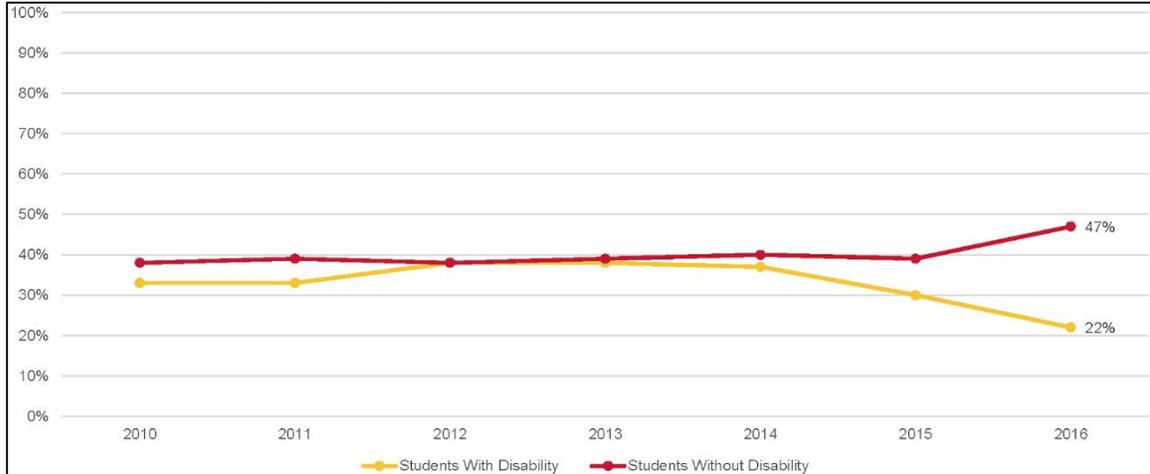
**Enrollment First Fall by Ethnicity**



**Enrollment First Fall by Gender**



**Enrollment First Fall by Disability**



**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

\* \* \* \* \*

**(Item 4) Report with Possible Action on ACT Graduating Class 2017**

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

**Background**

ACT Graduating Class 2017 data for the nation, state, and district have been recently released. This presentation, as attached to the minutes of your Committee’s meeting, reviews our district's data for the graduating class of 2017.

All Milwaukee Public School students have been taking ACT in their junior year since 2008; therefore, we are able to look at our progress longitudinally. These data represent all students who identified June 2017 as their graduation date. This presentation highlights our gains and growth over the past five years.

### **Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 7.38, Balanced Assessment Systems

\* \* \* \* \*

## **REGULAR ITEMS OF BUSINESS**

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

The Board received the monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP), to Cooperative Educational Service Agency #1 (CESA #1), and to the MPS Head Start Policy Council.

\* \* \* \* \*

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of September 2017 included the following:

#### **Academic Achievement**

---

- Visited various schools, including Academia de Lenguaje y Bellas Artes (ALBA)
- Attended the NAF Academy Meeting at James Madison Academic Campus (JMAC)

#### **Student, Family, and Community Engagement**

---

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - o Danae Davis, Executive Director, Milwaukee Succeeds
  - o Jennifer Bartolotta, Bartolotta Restaurant Group
  - o John Ashley, Executive Director, Wisconsin Association of School Boards
  - o Nicole Brookshire, Director, Milwaukee County Office of African American Affairs
  - o Joaquin Altoro, Senior Vice President, Town Bank
- Attended various district events including:
  - o Morse Middle School's Open House
  - o WISN School Supply Drive at Ben Franklin School
  - o Bruce School's Open House
  - o Vincent High School's Open House
  - o 88.9 Backpack Delivery at Lancaster School
- Attended various community-based events, including:
  - o Milwaukee County Remembers 9/11 Ceremony
  - o City Year Opening Day
- Attended the Early Childhood Task Force's meeting at City Hall
- Attended the Milwaukee Public Library Building Development meeting
- Attended the Milwaukee Education Partnership's meeting
- Attended the City of Milwaukee's Black Male Achievement Advisory Council's meeting

#### **Effective and Efficient Operations**

---

- Met with district leaders to receive updates on district initiatives:
  - o Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance

- o Dr. Darienne Driver and the MPS Senior Team
- Met with the Panasonic Foundation to discuss partnership with MPS

\* \* \* \* \*

## **NEW BUSINESS**

### **(Item 1) Action on a Proposed Revision to Administrative Procedure 7.33, Grading Systems**

#### **Background**

Proposed revisions to Administrative Procedure 7.33, Grading Systems, are being brought forward, under separate cover, to account for use of pass/fail grades with work study, internships, apprenticeships, and designated alternative programs. Changes clarify the fact that students may earn more than one pass/fail credit per semester within the guidelines of Administrative Procedure 7.33, Grading Systems.

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

Goal 1, Academic Achievement

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

Administrative Policy 7.33, Grading Systems

#### **Fiscal Impact Statement**

This item does not authorize expenditures.

#### **Implementation and Assessment Plan**

If these revisions are approved by the Board, the Office of Academics will provide appropriate professional development to staff so they are successful in the implementation of this revised policy and procedure.

#### **Committee’s Recommendation**

The Administration recommends that the Board approve the changes as submitted under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

\* \* \* \* \*

### **(Item 2) Action on a request to Update Administrative Procedure 6.22, Leaves and Absences: Staff**

#### **Background**

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to District policy and procedure, the Administration is recommending that Administrative Procedure 6.22, Leaves and Absences: Staff, be revised.

The policy has been relative to loss of assignment for teachers and school psychologists. The Employee Handbook was updated to state that teachers and school psychologists will be considered out of assignment after having been absent more than 20 (formerly 30) workdays during a school semester or 30 (formerly 45) workdays in a school year.

Reference to the Office of Human Capital has also been updated to reflect its new name, Office of Human Resources.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.22, Leaves and Absences: Staff

**Implementation and Assessment Plan**

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

**Administration’s Recommendation**

The Administration recommends that the Board adopt the changes made to Administrative Procedure 6.22, Leaves and Absences: Staff, as presented under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

\* \* \* \* \*

**(Item 3) Action on a request to Update Administrative Policy 6.15, Criminal Background Screening**

**Background**

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to district policy and procedure, the Administration is recommending revisions to Administrative Policy 6.15, Criminal Background Screening.

The Administration no longer requires candidates to disclose convictions on the application. The Board has also created a Background Check Appeals Committee to review the written appeal of any candidate who was rejected through the criminal background screening.

The revisions also reflect a change in the department name, from the Office of Human Capital to the Office of Human Resources.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.15, Criminal Background Screening

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

The Administration recommends that the Board adopt the changes made to Administrative Policy 6.15, Criminal Background Screening, as provided under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

\* \* \* \* \*

**(Item 4) Action on a request to update Administrative Policy 6.30, Suspension and Dismissal: Staff, and Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures**

**Background**

---

Due to the adoption of Wisconsin Act 10, the grievance procedure structure and requirements were revised in May 2014. The revisions were further codified with the March 2016 reinstatement of Board Rule Appendix A, Procedures for Employee Appellate Hearings, and with the June 2017 revisions to the Employee Handbook.

In an effort to align the Employee Handbook with district rules and policies, the Administration recommends revising Administrative Policy 6.30, Suspension and Dismissal: Staff.

The grievance procedure now gives non-probationary employees fifteen (15) business days to file a grievance instead of the five (5) work days previously given. In addition, reference to the Office of Human Capital was updated to reflect the new department name, Office of Human Resources.

The Administration further recommends that Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, be rescinded, as it no longer reflects current practice.

**Background**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 6.30 - Suspension and Dismissal: Staff

**Implementation and Assessment Plan**

---

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

**Committee's Recommendation**

---

The Administration recommends that the Board adopt the revisions made to Administrative Policy 6.30, Suspension and Dismissal: Staff, and Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, as provided under separate cover.

Referred to the Committee on Legislation, Rules, and Policies.

\* \* \* \* \*

**(Item 5) Action on a Request to Approve Technical Amendments to Administrative Policy 1.03, Parent Empowerment; Administrative Policy 4.07, Student Nutrition and Wellness Policy; Administrative Procedure 6.23(3), Filling Principal Vacancies; Administrative Procedure 6.23 (4), Filling Assistant Principal Vacancies; Administrative Procedure 8.20, Uniforms and Student Dress Code; and Administrative Procedure 9.12, Charter School Petitions and Proposals, Resulting from Previously Approved Revisions to Administrative Policy and Procedure 9.11, School Engagement Councils**

**Background**

---

At its August 2017 meeting, the Milwaukee Board of School Directors approved revisions to Administrative Policy 9.11, School Engagement Councils, and creation of related Administrative Procedure 9.11. This action resulted in a new name - School Engagement Councils - for what previously had been known as School Governance Councils. As a result, various administrative policies and procedures (as provided under separate cover) require technical amendments to replace instances of "School Governance Council" with the new title, "School Engagement Council."

In some cases, other minor, non-substantive adjustments have been made, such as updating of outdated information and office, department, division, and position titles.

It is important to note that some of the policies and procedures attached require additional, more substantive revision. In those cases, that work is underway and will be coming back to the Board for referral for consideration at a future meeting of the Board’s Committee on Legislation, Rules and Policies.

**Background**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 9.11, School Engagement Councils

**Fiscal Impact Statement**

---

This item does not authorize expenditures.

**Implementation and Assessment Plan**

---

Upon approval by the Board, the adjustments to the identified policies and procedures will be made.

**Committee’s Recommendation**

---

The Administration recommends that the Board approve the technical amendments to the following Administrative Policies and Procedures, as provided under separate cover:

- Administrative Policy 1.03, Parent Empowerment
- Policy 4.07, Student Nutrition and Wellness
- Procedure 6.23(3), Filling Principal Vacancies
- Procedure 6.24 (4), Filling Assistant Principal Vacancies
- Procedure 8.20, Uniforms and Student Dress Code
- Procedure 9.12, Charter School Petitions and Proposals

Referred to the Committee on Legislation, Rules, and Policies.

\* \* \* \* \*

**RESOLUTIONS**

**(Item 1) Resolutions for Referral to Committee**

Resolution 1718R-005

By Director Bonds

WHEREAS, Research has indicated that participation in extracurricular programs increases academic achievement and promotes higher grade-point averages, better attendance records, lower dropout rates, and fewer disciplinary problems; and

WHEREAS, Students who participate in extracurricular activities tend to engage less in criminal activities during after-school hours, develop higher self-esteem, and experience decreased incidences of teen pregnancies; and

WHEREAS, Extracurricular activities also generate positive school spirit and contribute towards the creation of a cohesive student body; and

WHEREAS, Extracurricular activities are inherently educational in nature, providing valuable, practical lessons for success in higher education and work, such as teamwork, good sportsmanship, winning and losing graciously, and the concept that working together creates a product of which the participants can be proud; and

WHEREAS, Through participation in extracurricular activities, students learn self-discipline, build self-confidence, learn time-management skills, become better organized, and learn how to be part of a diverse group of individuals who are all working towards a common goal; and

WHEREAS, In recognition of these benefits, in August 2001, the Milwaukee Board of School Directors voted to waive the requirement in Administrative Policy 7.18, Eligibility Criteria, of a minimum 2.0 grade-point average (GPA) for ninth- and tenth-grade students as a part of the pilot program for the Extracurricular Initiative implemented during the 2001-2002 school year, and

WHEREAS, In July 2002, in recognition of the success of the Extracurricular Initiative, the Board again waived the 2.0-GPA requirement in Administrative Policy 7.18, Eligibility Criteria, for ninth- and tenth-grade students as part of the Extra-Curricular Initiative during the 2002-2003 school year; and

WHEREAS, In September of 2004, the Board revised Administrative Policy 7.18(4) to remove the 2.0 GPA requirement for first- and second-year high-school students, who still must meet the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period, while maintaining the 2.0-GPA requirement for third- and fourth-year high-school students; and

WHEREAS, There are MPS students at all levels who are in need of encouragement and support in increasing their academic achievement; and

WHEREAS, The Board recently has made a strong commitment to promoting equity for all students; now, therefore, be it

RESOLVED, That Administrative Policy 7.18 be revised to remove the requirement of a 2.0 grade-point average for participation in extracurricular activities for all high-school students, while maintaining the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period; and be it

FURTHER RESOLVED, That the revisions to Administrative Policy 7.18 include a monitoring component that will require the Administration to report to the Board at the end of each semester on the effects of this policy on:

- academic achievement and grade-point averages;
- attendance;
- dropout rates; and
- disciplinary problems.

Referred to the Committee on Student Achievement and School Innovation.

\* \* \* \* \*

Resolution 1718R-006

By Director Bonds

WHEREAS, In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an MPS Equity Policy; and

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, states, "Equity drives all district decision making" as a core belief; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, defines equity as, "an allocation of district resources, supports, and opportunities that is based on the needs of students and staff"; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, outlines six distinct equity goals, including: MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences;

MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, states, "Administrative Procedure 1.06, Efforts to Achieve Equity, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals"; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, outlines practices to be implemented to “ensure an equitable allocation of district resources and to achieve the district’s equity goals,” including:

- monitoring and evaluating the individual needs of schools and distribute resources and effective personnel based on those needs; and
- providing all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs; and

WHEREAS, In order to accurately measure the effectiveness of the practices outlined in Administrative Procedure 1.06, as well as progress towards the equity goals outlined in Administrative Policy 1.06, the district must establish a baseline against which to measure its progress in these areas; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide equity audit to gather baseline data to use as a starting point for measuring progress towards the district’s equity goals; and be it

FURTHER RESOLVED, That the equity audit include:

- the use of data disaggregated by race, ethnicity, language, special education needs, gender, sexual orientation, socioeconomic background, and mobility rates;
- analysis of the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support service, to include any necessary differentiation of resource allocations; and
- analysis of the recruitment, hiring, retention, and assignment of high-quality personnel who reflect student demographics at all levels of the District; and be it

FURTHER RESOLVED, That a report detailing the findings of the equity audit be provided to the Board, to include, but not be limited to:

- student-achievement data at each school, disaggregated by race, ethnicity, socio-economic status, English-Language learners, special education, and gifted/talented;
- student enrollment at each school, disaggregated by race, ethnicity, socio-economic status, English Language learners, special education, and gifted/talented;
- student suspension/discipline data for each school and student average daily attendance for each school;
- the amount of federal funding for each school;
- the annual funding allocated to each school outside of federal funding;
- the number of highly-qualified teachers at each school, as defined by the Wisconsin Department of Public Instruction;
- the experience-levels of teachers at each school;
- the teacher-retention rate at each school; and
- a description of the condition of each school facility; and be it

FURTHER RESOLVED, that the report be provided to the Board no later than the February 2018 Board cycle.

Referred to the Committee on Strategic Planning and Budget.

\* \* \* \* \*

Resolution 1718R-007

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, “Wherever students are learning is the most important place in the district” and “Educators and school staffs have high expectations for all students and provide the foundation for their academic success” as a core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and  
 WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, “The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions”; and

WHEREAS, The Milwaukee Public Schools, like many other urban school districts, has experienced increased difficulty in attracting and retaining highly-qualified personnel for certain hard-to-fill positions, (e.g., bilingual teachers, Montessori-trained staff, tech ed staff, certified math and science teachers); and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting with an outside agency to augment existing efforts to recruit hard-to-fill positions; and

WHEREAS, The district's current contract to assist in recruiting for hard-to-fill positions is set to expire on December 31, 2017; and

WHEREAS, It is necessary for the district to find a long-term, sustainable solution to the difficulty in recruiting and retaining qualified substitute teachers, now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of substitute teachers; and be it

FURTHER RESOLVED, that the analysis include:

- trends in MPS teacher absenteeism, disaggregated by demographics, school, subject area, years of services, etc.;
- analysis of the recruitment and hiring processes for MPS substitute teachers;
- analysis of the dispatching process for substitute teachers in MPS schools;
- analysis of the current MPS substitute teacher pool, disaggregated by demographics, years of service, numbers of hours worked, etc.;
- analysis of assignment fill rates, disaggregated by school, subject area, etc.;
- comparison of current fill rates to fill rates prior to February 1, 2016; and
- analysis of best practices in substitute teacher recruitment, retention, and dispatching in comparable school districts ; and be it

FURTHER RESOLVED, that a report detailing the findings of the analysis be provided to the no later than the November 2017 Board cycle.

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

\* \* \* \* \*

#### Resolution 1718R-008

By Director Bonds

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, "Wherever students are learning is the most important place in the district," and "Educators and school staffs have high expectations for all students and provide the foundation for their academic success" as core beliefs; and

WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and

WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, "The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions"; and

WHEREAS, The most recent report presented to the Milwaukee Board of School Directors indicated:

- that MPS faces difficulty filling substitute teacher assignments, especially at the middle- and high-school level;
- that some assignments are being consistently refused by substitute teachers;
- that the current fill rate is 84%; and

WHEREAS, Prior to 2011 Wisconsin Act 10, the Milwaukee Public Schools used an internal process for recruiting, hiring, and dispatching substitute teachers that provided for consistency in the classrooms; and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting for substitute teacher recruitment and subsequently for dispatching services; and

WHEREAS, In January 2017, the Board directed the Administration to evaluate the need for contracted substitute teacher recruiting and dispatching services and assess best options for addressing the challenges in filling all substitute teacher assignments; now, therefore, be it

RESOLVED, That the Board direct the Administration to establish a strategy for filling substitute teacher vacancies using existing internal resources; and be it

FURTHER RESOLVED, That the new strategy include two substitute teacher classifications, day-to-day substitutes and regular substitutes, whereby a regular substitute teacher:

- is one who agrees to serve in any school on any day in the school year and works 19 consecutive work days to obtain regular substitute status; and
- receives a higher rate of pay than a day-to-day substitute; and be it

FURTHER RESOLVED, That the Administration explore additional opportunities to incentivize a substitute teacher's desire to obtain regular substitute teacher status and serve in hard-to-fill assignments; and be it

FURTHER RESOLVED, That regular substitute teachers serving in a classroom for which there is no teacher available are eligible for vacancy pay; and be it

FURTHER RESOLVED, That all dispatching of substitute teachers be done by the MPS Office of Human Resources and that the district direct substitute teacher assignments based on district need rather than substitute teachers choosing or refusing assignments; and be it

FURTHER RESOLVED, That the newly established strategy for substitute teacher recruitment, hiring, and dispatching be brought to the Board no later than the January 2018 Board cycle.

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

The Board adjourned at 8:32 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk