

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 4, 2018**

Special meeting of the Board of School Directors called to order by President Sain at 6:02 PM.

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

The Board Clerk read the following call of the meeting:

August 31, 2018

To the Members of the Board of School Directors:

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

SPECIAL BOARD MEETING
6:00 P.M, Tuesday, September 4, 2018

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

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

The Board may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of the agenda.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Miller moved to retire to executive session pursuant to Wisconsin Statutes, sections 19.85(1)(b), 19.85(1)(c), 19.85(1)(f), and 19.85(1)(g), for the purpose of considering information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 6:11 PM.

The Board adjourned from executive session at 7:10 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN SEPTEMBER 27, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:37 PM.

Present — Directors Falk, Miller, Phillips, Voss, Woodward (6:44 p.m.), and President Sain — 6.
Absent and Excused — Directors Báez and Harris — 2.

President Sain requested a moment of silence to commemorate the passing of Adrian Cross, Jr., a 7th-grade student at 53rd Street School who passed away on September 24, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — April Swick (Posthumous)

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

April M. Swick

Ms. April Swick was a long-time MPS educator who started her career with the district in 1990. This July, April started a new role as an instructional leadership director for the Southwest Region of MPS. Prior to this role, she served as the Director of Organizational Development. In that position, April oversaw planning and implementation of the district's training and professional development for thousands of employees.

April held several positions and made a tremendous impact on the Milwaukee Public Schools during her 28 years of service, but what is, perhaps, most notable are the 23 years she spent teaching at, and eventually becoming a principal at, Clement Avenue School.

One colleague said, "At Clement, Ms. Swick was invested in her school, its south side neighborhood, and the families from the moment she began working there. Ms. Swick kept in touch with many families and students who all had fond memories of Ms. Swick."

Many people describe April as someone who was always willing to exceed expectations. She stayed involved with schools beyond work hours and always went above and beyond what was outlined in her job descriptions. For example, April was known for personally delivering holiday gifts to families in need. Her family shared, "If you were less advantaged, she was going to take care of you in any way that she could."

In addition to serving at the Milwaukee Public Schools, April was a published author of three educational books for teachers and principals. April made a lasting impact on this district and will be remembered for her passion and dedication to the children of Milwaukee. One colleague recalled, "She was always looking to make you better, schools better, and opportunities for children better. And she did just that."

The Milwaukee Board of School Directors and the entire school community posthumously recognize April Swick for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 30, 2018, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Approve the District's Appointment to the Board of the Social Development Commission

Background

The Administration is requesting that the Board appoint Matthew Boswell as its representative on the board of the Social Development Commission (SDC), effective October 2018. The SDC's Board of Commissioners comprises 18 members, with one-third appointed from the public sector, one-third from the private sector, and one-third elected as representatives of low-income residents of Milwaukee County. Milwaukee Public Schools traditionally serves as one of the public-sector representatives.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, Matthew Boswell will assume responsibilities as Milwaukee Public Schools' representative.

Committee's Recommendation

The Interim Superintendent recommends that the Board appoint Matthew Boswell as its representative on the board of the Social Development Commission, to be effective October 2018.

Director Miller moved to approve the Interim Superintendent's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

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(Item 2) Monthly Report of the Superintendent of Schools

Background

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

- to improve district and school culture
- to ensure fiscal responsibility and transparency
- to increase academic achievement and accountability
- to develop our staff
- to strengthen communication and collaboration.

Exciting things are happening in MPS, and our staff have been working diligently to prepare for a strong year. As we begin our 2018-19 school year, I firmly believe that we will make progress in our district with a strong academic focus on reading, writing, and mathematics.

The "Run Back to School" race was a huge success when hundreds of runners, volunteers, community leaders, staff members, and mascots joined me at Wick Field to kick off the school year. While finishing the 5K run or 1.5-mile walk around Washington Park was the immediate goal for all those participating, everyone was there in the spirit of school and neighborhood unity at this event to support the health and well-being of our youth. Once again, the MPS Recreation Department did an outstanding job coordinating this event!

We celebrated Day One for students on the traditional calendar at Maple Tree Elementary School with Mayor Tom Barrett, State Superintendent Tony Evers, and Police Chief Alfonso Morales present to help us welcome students back to school.

I visited with students and staff at many MPS schools this month, including Kluge, 53rd Street, Cooper, Milwaukee French Immersion, Browning, Stuart, Lee Learning Center, Thoreau, Wisconsin Conservatory of Lifelong Learning, and Dr. Martin Luther King, Jr., School, where I gave remarks for the 88.9 No Empty Backpacks School Supply Drive. I also visited North Division High School and conducted a student focus group as part of our youth voice efforts.

During September, I continued to meet with partners, business and community leaders, and staff, including Dr. Carol Johnson from National Assessment of Education Progress (NAEP); Eloise Anderson, Secretary of the Wisconsin Department of Children and Families, and her staff; George Hinton from the Social Development Commission; and Greg Wesley, Senior Vice President of The Medical College of Wisconsin, and his team. I also met the U.S. Department of Education's Assistant Secretary Frank Brogan, who visited Ronald Reagan College Preparatory High School as part of the Department's "Rethink School" back-to-school tour.

Events, Programs, Announcements

Backpacks for MPS Students Deliver Smiles and School Supplies

Students selected backpacks in their favorite colors at eight MPS schools thanks to the generosity of the Milwaukee community. Through the No Empty Backpacks program presented by 88Nine and the *Milwaukee Business Journal*, Milwaukee residents and businesses were invited to donate school supplies to assist local children and to help ensure a great school year.

This year's No Empty Backpacks drive collected more than 50,000 items to benefit eight MPS schools, topping the 37,000 items received last year. Donated supplies include backpacks, crayons, glue sticks, pencils, pens, notebooks, markers, calculators, and more. Support from Robert W. Baird, Educators Credit Union, Michael Best & Friedrich, Northwestern Mutual, and CH Coakley, along with the many generous businesses across the city that served as drop-off locations, made this effort possible.

Backpacks were distributed on September 12 at Craig Montessori, Clara Barton, Andrew S. Douglas, Lloyd Barbee Montessori, Dr. Martin Luther King, Jr., Elementary, Kagel, Starms Early Childhood, and Metcalfe School. Students at King enjoyed a celebration that included live music by Klassik and a DJ performance by Kenny Perez of Radio Milwaukee.

Blessings in a Backpack

One hundred students at Townsend Street Elementary School will go home every weekend during the school year with backpacks full of food to ensure that they are nourished, thanks to Blessings in a Backpack, Chase Anderson from the Milwaukee Brewers, and Dreambuilders Foundation, who teamed up with United Health Care employee volunteers to make this possible.

MPS is grateful to the many organizations and groups that have spearheaded efforts to donate backpacks, including AT&T Pioneers, T-Mobile, 88.9 Radio Milwaukee, Kids in Need Foundation, and Class Act. Much appreciation!

Team8 Tour Milwaukee

Team8 Tour Milwaukee visited Washington High School of Information Technology to renovate and unveil the school's weight room, fitness center, and care, and I was honored to participate in the ribbon-cutting event. We appreciate the generous work from Team8 Tour; the Cal Ripken, Sr., Foundation; United Healthcare; EcoMedia; and the many volunteers.

Allen-Field Celebrates 50th Anniversary — ¡Celebrando 50 Anos de Excelencia!

Current and previous staff, students, and families enjoyed an afternoon of reminiscing about past accomplishments and looking forward to future success as Allen-Field celebrated 50 years as an educational and community anchor on Milwaukee's near south side. Generations of students, staff, and families were on hand on September 13 as Allen-Field Elementary School celebrated a half-century of educating children on Milwaukee's south side. The school, an education landmark on 7th Street and Lapham Boulevard, is one of Milwaukee's oldest bilingual schools. As part of the celebration, attendees enjoyed food and live performances from the popular Afro-Caribbean and Latin jazz orchestra De La Buena. The public also enjoyed tours of the school and displays of student artwork.

In coordination with the anniversary, the school unveiled a one-of-a-kind art-mural basketball court that brings a splash of color and culture to the school. The mural on the court was created by H2 Collaborative.

Awards and Recognition

Brenda Mikell Earns University of Chicago's Outstanding Educator Award

Brenda Mikell, school counselor and teacher at Rufus King IB School, has been selected for the University of Chicago's Outstanding Educator Award. This distinguished award, which has existed for more than three decades, recognizes educators who have changed the course of their students' lives. Ms. Mikell was nominated by a first-year student for being a teacher who was influential in that student's path toward intellectual growth.

Teacher David Kontz is Semi-Finalist for Teaching Award

David Kontz, from Barack Obama School of Career and Technical Education, has been named a semifinalist in the Harbor Freight Tools for Schools 2018 Prize for Teaching Excellence.

Kontz, who teaches welding, manufacturing, and heating, ventilation, and air conditioning (HVAC), is the chair of the department of technical education. He and fellow teachers Dan Johnston and Monica Hall coach the school's Skills USA team, which saw six students compete at the state level this year, with four bringing home medals.

The Harbor Freight Tools for Schools prize for Teaching Excellence honors outstanding teachers in the skilled trades in U.S. public schools. It recognizes teaching excellence that enables students to learn deeply and to be career-ready for in-demand jobs.

Every teacher or teacher team applying for the award gains free access to a series of expert-led learning modules online to help them be even more effective in the classroom.

Out of 557 entries, Kontz was notified that he is among 52 semi-finalists. In November, Harbor Freight Tools will announce the winners of 18 awards. Three first-place winners will receive \$100,000, with \$70,000 going to the high-school skilled-trades program, and \$30,000 going to the individual teacher or team. Fifteen second-place winners will receive \$50,000, with \$35,000 to the high-school program, and \$15,000 going to the teacher or team.

Update on Civic Education Efforts in Our Schools

In June 2018, the Board took action to further enhance the district's efforts regarding civic education (voting, voter registration, civic engagement) in our schools. The district's curriculum currently addresses the role of local government (aldermen/women, Common Council, school board), including elections within the district's citizenship course. This course has been redesigned to include citizen action and service to the community through active participation. The Administration is further refining curriculum to include additional information and lessons regarding the role of the Milwaukee Board of School Directors.

Through our partnerships with the Milwaukee City Election Commission and the League of Women Voters, voter registration is held in all MPS high schools every year. Our goal is for voter registration to be a rite of passage for all eligible students as part of their high-school experience.

District staff have also worked with these entities to develop a voter-registration toolkit that is located in every high school. The toolkit includes information on how to register, lesson plans, online resources, and potential guest speakers and promotional ideas. Every high school has a voter-registration liaison to assist all high-school students in registering to vote.

There is no age requirement for students to learn about online voter registration and then assist their peers to register. Through our partnership, we are focusing on training student groups in grades 9-12, with the idea that some of them will be available in the following year to help us again. Last year, there were eight student-training sessions, after which the students helped at registration events. A notable example was the training of Riverside High School's Student Council's members, who then organized a registration event themselves in honor of National Voter Registration Day.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is to provide increased opportunities for student voice throughout the district and at the monthly board meetings. As such, I have been conducting my own listening sessions with students and gathering ideas and feedback from board members and staff on how to accomplish this.

As a starting point, I would like to begin incorporating student voice in my monthly report to the Board and community. At the Board's September meeting, students from North Division will provide a report on various topics discussed with me when I visited their school. Students shared what makes them most proud to be part of the Milwaukee Public Schools as well as things they want and need from the district to be successful.

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

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

Background

On September 17, 2018, the Department of Public Instruction introduced its budget proposal for the 2019-2021 biennium. The proposal includes specific funding and support for students in the state's five largest urban districts. Points of emphasis include support for high-quality early-childhood education programs, incentives for Nationally Board-certified Teachers, and the restoration of funding for the Milwaukee Mathematics Partnership. These proposals, along with previously introduced items under the headings of School Finance Reform, Special Education Funding, Expand Crucial Learning Supports, and Prioritizing Mental Health, can be found on the Department of Public Instruction's budget page, <https://dpi.wi.gov/budget>.

The proposals include:

- restoring 2/3 funding and raising low-revenue-limit districts to the state's average;
- fully counting four-year-old kindergarten students for a full school day;
- increasing the Special Education Aid reimbursement to 30% in the first year of the budget and 60% in the second year of the budget — with a stated goal of moving to 90% reimbursement;
- increasing the reimbursement level for Bilingual-Bicultural Aid from 8% to 30% by 2021;
- increasing mental health funding tenfold to meet pressing student and family needs; and
- creating and funding a state-level after-school program that would provide a stable source of support for wrap-around services at school sites.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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

Background

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

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

Strategic Plan Compatibility Statement

- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

Dependent upon any action which the Board may take in regard to these matters.

Recommendation

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

By consensus, consideration of this item was postponed until the end of the agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Active-shooter Considerations

1. Background

On July 27, 2017, the Board directed the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) program. During the course of the SRO evaluation, the Milwaukee Board of School Directors raised a question about active-shooter issues, and this topic was added to the scope of the work.

2. Update

The OAE and the Administration presented the work of the evaluator at the September 18, 2018, meeting of the Committee on Accountability, Finance, and Personnel.

Additional Projects

The OAE is working with the Administration on completing work surrounding district equity as part of recently enacted policy and Resolution 1718R-006.

Additionally, the OAE continues to work on, and will be bringing forward updates on, an inventory of district property of artistic, historic, or monetary value and a district-wide assessment of diversification of workforce.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

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

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

The Board Clerk presented 16 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Falk moved to accept the reports of the Independent Hearing Officers of August 31, 2018 and September 7, 13, 17, 19, and 21, 2018.

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

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 5 of the report of the Committee on Accountability, Finance, and Personnel, Action on the Award of Professional Services Contracts, at the request of the Administration.

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

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position and Salary	Date
<u>New Hires</u>			
4	Abraham Lopez	Accounting Assistant II \$36,964.70	08/20/2018
2	Reginald Cooksey	Boiler Attendant Trainee \$33,698.08	08/06/2018
2	Ebony Boatman	Children's Health Assistant \$17,602.22	08/27/2018
2	Kenneth Clay	Children's Health Assistant \$17,602.22	08/27/2018
2	Thomasina Dawson	Children's Health Assistant \$17,602.22	08/27/2018
2	Delilah Gillespie	Children's Health Assistant \$17,602.22	08/27/2018
2	Melody Jones	Children's Health Assistant \$17,602.22	08/06/2018
2	LaTasha Knox	Children's Health Assistant \$17,602.22	08/27/2018
2	Krystal Norman	Children's Health Assistant \$17,602.22	08/27/2018
2	Latonya Norwood	Children's Health Assistant \$17,602.22	08/27/2018
2	Nyomi Pritchard	Children's Health Assistant \$17,602.22	08/27/2018
2	Charmaine Taylor	Children's Health Assistant \$17,602.22	08/20/2018
2	Tasheema Terry	Children's Health Assistant \$17,602.22	08/06/2018
5	Julia Weeks	Children's Health Assistant \$17,602.22	08/27/2018

Code	Name	Position and Salary	Date
5	Ahaima Alzain	Food Service Assistant \$12.94 per hour	08/13/2018
2	Shayla Brown	Food Service Assistant \$12.94 per hour	08/13/2018
2	LaQuiesha Corley	Food Service Assistant \$12.94 per hour	08/13/2018
5	Tina Hermann	Food Service Assistant \$12.94 per hour	08/20/2018
2	Laquietta Jordan	Food Service Assistant \$12.94 per hour	08/13/2018
2	Joyce Kelly	Food Service Assistant \$12.94 per hour	08/13/2018
2	Estelle Kinlow	Food Service Assistant \$12.94 per hour	08/13/2018
2	Iesha Lockett	Food Service Assistant \$12.94 per hour	08/13/2018
2	Amanda Matthews	Food Service Assistant \$12.94 per hour	08/13/2018
2	Courtnee Patterson	Food Service Assistant \$12.94 per hour	08/13/2018
2	Kamilah Payne	Food Service Assistant \$12.94 per hour	08/06/2018
2	Kishone Perkins	Food Service Assistant \$12.94 per hour	08/13/2018
2	Aaliyah Pernell	Food Service Assistant \$12.94 per hour	08/13/2018
2	Audra Rivers	Food Service Assistant \$12.94 per hour	08/13/2018
2	Traneisha Sloan	Food Service Assistant \$12.94 per hour	08/13/2018
2	Michaela Turner	Food Service Assistant \$12.94 per hour	08/13/2018
5	Antonia Vargas	Food Service Assistant \$12.94 per hour	08/13/2018
2	Santana Wells	Food Service Assistant \$12.94 per hour	08/13/2018
2	Alyssa Chatman	Para Ed Assistant — Parent Involvement \$18,315.98	08/13/2018
4	Brenda Rodriguez	Para Ed Assistant — Parent Involvement \$24,429.68	08/14/2018
2	Haynie Smith	Para Ed Assistant — Parent Involvement \$18,315.98	08/22/2018
4	Diana Acevedo	Para Ed Assistant \$18,315.98	08/27/2018
2	Shequita Adams	Para Ed Assistant \$18,315.98	08/27/2018
5	Kayla Allen	Para Ed Assistant \$18,315.98	08/06/2018
2	LaTrina Ashley	Para Ed Assistant \$18,315.98	08/27/2018
4	Desi Aulet Reyes	Para Ed Assistant \$18,315.98	08/27/2018
5	Emilee Baker	Para Ed Assistant \$18,315.98	08/27/2018
5	Molly Bissen	Para Ed Assistant \$18,315.98	08/09/2018
5	Susan Brady	Para Ed Assistant \$20,409.18	08/27/2018
5	Amy Braun Gross	Para Ed Assistant \$18,315.98	08/28/2018

Code	Name	Position and Salary	Date
2	Willie Bridges	Para Ed Assistant \$18,315.98	08/27/2018
2	Keelin Brooks	Para Ed Assistant \$18,315.98	08/06/2018
5	Brooke Bruns	Para Ed Assistant \$18,315.98	08/27/2018
4	Bonie Bustos	Para Ed Assistant \$18,315.98	08/06/2018
2	Rochelle Cannon	Para Ed Assistant \$18,315.98	08/27/2018
4	Gema Cazares	Para Ed Assistant \$18,315.98	08/27/2018
2	Lachez Cleghorn	Para Ed Assistant \$18,315.98	08/27/2018
2	Anthony Cullen	Para Ed Assistant \$18,315.98	08/27/2018
2	Sheneda Daniels	Para Ed Assistant \$18,315.98	08/27/2018
2	Jade Davenport	Para Ed Assistant \$18,315.98	08/27/2018
2	Amy Davis	Para Ed Assistant \$18,315.98	08/06/2018
2	Lakeisha Ellis	Para Ed Assistant \$18,315.98	08/22/2018
2	Stacey Evans	Para Ed Assistant \$18,315.98	08/27/2018
4	Carmen Fernandez	Para Ed Assistant \$18,315.98	08/27/2018
4	Briana Figueroa	Para Ed Assistant \$18,315.98	08/27/2018
4	Sonia Gallegos Becerra	Para Ed Assistant \$18,315.98	08/27/2018
5	Bianca Gasparri	Para Ed Assistant \$18,315.98	08/27/2018
5	Cassandra Gherardini	Para Ed Assistant \$18,315.98	08/13/2018
4	Sofia Gonzalez	Para Ed Assistant \$18,315.98	08/27/2018
2	Rhineasha Green	Para Ed Assistant \$18,315.98	08/27/2018
2	Terrance Griffin	Para Ed Assistant \$18,315.98	08/27/2018
2	Perry Henry	Para Ed Assistant \$18,315.98	08/27/2018
4	Cheryann Hernandez	Para Ed Assistant \$18,315.98	08/30/2018
2	Adrienne Hicks Humes	Para Ed Assistant \$20,409.24	08/27/2018
2	Joyce Highshaw	Para Ed Assistant \$18,315.98	08/27/2018
2	Nafeshia Holifield	Para Ed Assistant \$18,315.98	08/27/2018
2	Darla Honeycutt	Para Ed Assistant \$18,315.98	08/27/2018
5	Kimberly Hoppe	Para Ed Assistant \$18,315.98	08/27/2018
2	Loricia Horton	Para Ed Assistant \$18,315.98	08/27/2018
2	Stephanie Huff	Para Ed Assistant \$18,315.98	08/27/2018

Code	Name	Position and Salary	Date
2	Alona Johnson	Para Ed Assistant \$18,315.98	08/27/2018
2	Therezine Johnson Davey	Para Ed Assistant \$18,315.98	08/27/2018
5	Kevin Kastner	Para Ed Assistant \$18,315.98	08/06/2018
4	Johanna Kauffman	Para Ed Assistant \$18,315.98	08/27/2018
2	Emerald Kidd	Para Ed Assistant \$18,315.98	08/27/2018
5	Joseph Kral	Para Ed Assistant \$18,315.98	08/06/2018
4	Martha Kukowski	Para Ed Assistant \$18,315.98	08/27/2018
2	Yashica Kuykendall	Para Ed Assistant \$18,315.98	08/21/2018
2	Travelle Lewis	Para Ed Assistant \$18,315.98	08/27/2018
2	Erica Little Lyle	Para Ed Assistant \$18,315.98	08/27/2018
5	Madeleine Magnuson	Para Ed Assistant \$18,315.98	08/27/2018
2	Rasheida Malone	Para Ed Assistant \$18,315.98	08/24/2018
2	Brandon Martin	Para Ed Assistant \$18,315.98	08/06/2018
5	Sara Martinez	Para Ed Assistant \$18,315.98	08/06/2018
2	Monique Matthews	Para Ed Assistant \$18,315.98	08/27/2018
2	Raymont McElroy	Para Ed Assistant \$18,315.98	08/27/2018
2	Selena McKnight	Para Ed Assistant \$18,315.98	08/27/2018
4	Joseph Medina	Para Ed Assistant \$18,839.30	08/06/2018
5	Nicole Michalak	Para Ed Assistant \$18,315.98	08/27/2018
2	Shakeda Miller	Para Ed Assistant \$18,315.98	08/27/2018
2	Tammy Mimis	Para Ed Assistant \$18,315.98	08/13/2018
2	Shawndra Mitchell	Para Ed Assistant \$18,315.98	08/27/2018
2	Chinyere Murphy	Para Ed Assistant \$18,315.98	08/27/2018
2	Sharon Newson	Para Ed Assistant \$18,315.98	08/27/2018
5	Fiona Nicolaisen	Para Ed Assistant \$18,315.98	08/06/2018
5	Gianna Pacioni	Para Ed Assistant \$18,315.98	08/27/2018
4	Maricela Pantoja	Para Ed Assistant \$18,315.98	08/10/2018
2	Robert Perry	Para Ed Assistant \$18,315.98	08/27/2018
5	Alessandra Piano	Para Ed Assistant \$18,315.98	08/27/2018
4	Monica Purifoy	Para Ed Assistant \$18,315.98	08/20/2018

Code	Name	Position and Salary	Date
2	Charlene Reynolds	Para Ed Assistant \$18,315.98	08/27/2018
4	Dally Rivera	Para Ed Assistant \$18,315.98	08/27/2018
4	Miguel Rodriguez	Para Ed Assistant \$18,315.98	08/27/2018
4	Glorimar Rodriguez Sanchez	Para Ed Assistant \$18,315.98	08/27/2018
5	Madison Ruge	Para Ed Assistant \$18,315.98	08/27/2018
2	Deborah Russ	Para Ed Assistant \$20,409.24	08/06/2018
2	Andrea Samuels Scruggs	Para Ed Assistant \$18,315.98	08/27/2018
5	Chris Segedy	Para Ed Assistant \$18,315.98	08/27/2018
2	Joy Sherrod	Para Ed Assistant \$18,315.98	08/13/2018
5	Fredrick Smotherman	Para Ed Assistant \$18,315.98	08/09/2018
2	Chandra Staples	Para Ed Assistant \$18,315.98	08/27/2018
2	Jamie Stewart	Para Ed Assistant \$18,315.98	08/20/2018
4	Stephanie Suarez del Real	Para Ed Assistant \$18,315.98	08/27/2018
2	Jordan Taper	Para Ed Assistant \$18,315.98	08/27/2018
2	Joshua Taylor	Para Ed Assistant \$18,315.98	08/14/2018
3	Monica Thomas	Para Ed Assistant \$18,315.98	08/27/2018
5	Dennis Thompson	Para Ed Assistant \$18,839.30	08/27/2018
5	Grace Thompson	Para Ed Assistant \$18,315.98	08/06/2018
5	Barbara Twardowski	Para Ed Assistant \$18,315.98	08/27/2018
4	Maritza Valentin	Para Ed Assistant \$18,315.98	08/14/2018
2	Kimberly Washington	Para Ed Assistant \$18,315.98	08/27/2018
2	Chiquita Watts	Para Ed Assistant \$18,315.98	08/27/2018
2	Kasandra Weaver	Para Ed Assistant \$18,315.98	08/13/2018
2	Chazidi White	Para Ed Assistant \$18,315.98	08/27/2018
2	Priscilla White	Para Ed Assistant \$18,315.98	08/27/2018
5	Sophia Wickman	Para Ed Assistant \$18,315.98	08/14/2018
2	Prentice Young	Para Ed Assistant \$18,315.98	08/07/2018
5	Scott Liesenfelder	Plasterer \$32.65 per hour	08/06/2018
2	Letitia Dotson	School Nursing Associate \$18,315.98	08/30/2018
2	Margaret Garcia	School Nursing Associate \$18,315.98	08/30/2018

Code	Name	Position and Salary	Date
2	Broderick Biddle	School Safety Assistant \$22,819.92	08/13/2018
2	Sally Burnside	School Safety Assistant \$22,819.92	08/13/2018
2	Ciera Carter	School Safety Assistant \$22,819.92	08/13/2018
4	Brendaliz Gonzalez	School Safety Assistant \$22,819.92	08/13/2018
2	Aisha Hines	School Safety Assistant \$22,819.92	08/13/2018
2	Lewis Reddic Jr.	School Safety Assistant \$22,819.92	08/13/2018
4	Jennifer Rivera	School Safety Assistant \$22,819.92	08/13/2018
2	Jarvis Rogers	School Safety Assistant \$22,819.92	08/13/2018
2	Tyana White	School Safety Assistant \$22,819.92	08/13/2018
2	Kevin Wilkes	School Safety Assistant \$22,819.92	08/13/2018
4	Delia Arteaga	Secretary I — 10-month \$23,795.52	08/09/2018
4	Carmen Fernandez	Secretary I — 10-month \$25,000.00	08/09/2018
2	Lashonda Harris	Secretary I — 10-month \$23,795.52	08/24/2018
4	Maria Mojica	Secretary I — 10-month \$23,795.52	08/29/2018
4	Sheila Rivera	Secretary I — 10-month \$23,795.52	08/14/2018
4	Cynthia Sanchez	Secretary I — 10-month \$32,009.94	08/14/2018
2	Felicia Beamon	Secretary I — 11 Month \$35,259.14	08/06/2018
2	Reginald Rembert	Social Work Aide II \$24,570.00	08/27/2018
		<u>Promotions</u>	
2	Robert Rollins	Boiler Attendant \$37,399.31	08/27/2018
5	Catherine Kablau	Central Kitchen Manager II \$33,476.05	08/06/2018
2	Sharon Bell	Food Service Assistant — In Charge \$14.75 per hour	08/28/2018
5	Michelle Kontowski	Food Service Assistant — In Charge \$13.85 per hour	08/27/2018
2	Stacey Love	Food Service Assistant — In Charge \$13.85 per hour	08/27/2018
2	Richard Thompson	Food Service Assistant — In Charge \$13.64 per hour	08/06/2018
2	Khadijah Thrower	Para Ed Assistant — Parent Involvement \$18,838.38	08/06/2018
2	Tiawana Alexander	Para Ed Assistant \$18,315.98	08/27/2018
2	Lamona Anderson	Para Ed Assistant \$18,315.98	08/27/2018
2	Kim Gray	Para Ed Assistant \$18,315.98	08/27/2018
2	Donna Survillion	School Safety Assistant \$22,819.92	08/13/2018
2	Tianna Woods	School Safety Assistant \$23,797.92	08/13/2018

Code	Name	Position and Salary	Date
4	Raquel Carranza	Secretary I — 12-month \$29,152.80	08/02/2018
5	Mary Kowal	School Bookkeeper — 12-month \$37,578.27	08/15/2018
5	Benjamin Baptist	School Engineer I \$41,701.13	08/27/2018
2	Larina Crawford	School Engineer I \$41,701.13	08/27/2018
2	Anthony Ensley	School Engineer I \$41,701.13	08/27/2018
2	Alexander Harrison	School Engineer I \$41,701.13	08/27/2018
2	Algenon Kendrick	School Engineer I \$41,701.13	08/27/2018
2	Timotheus Paris	School Engineer I \$41,701.13	08/27/2018
5	Jessica Park	School Engineer I \$41,701.13	08/27/2018
5	Cory Polakowski	School Engineer I \$41,701.13	08/27/2018
2	Armond Smith	School Engineer I \$41,701.13	08/27/2018
2	Andre Williams	School Engineer I \$41,701.13	08/27/2018
5	Janell Kostka	School Kitchen Manager II \$23,937.75	08/06/2018
2	Danielle Whitehead	School Kitchen Manager II \$22,364.42	08/06/2018
2	Veatrice Barry	School Kitchen Manager Trainee \$15.00 per hour	08/07/2018
		<u>Rehires</u>	
5	Alex Gasiosowski	Building Service Helper I \$13.12 per hour	08/27/2018
2	Shanae Cole Hill	Children's Health Assistant \$17,602.22	08/27/2018
2	Angela Jobe	Children's Health Assistant \$17,602.22	08/27/2018
2	Tamika Ramey	Children's Health Assistant \$17,602.22	08/20/2018
4	Maria Rodriguez	Children's Health Assistant \$17,602.22	08/27/2018
2	Anita Clark	Para Ed Assistant — Parent Involvement \$18,839.31	08/06/2018
4	Jessica Agosto	Para Ed Assistant \$18,315.98	08/29/2018
2	AJarea Alston	Para Ed Assistant \$18,315.98	08/13/2018
5	Therese Armbruster	Para Ed Assistant \$18,315.98	08/27/2018
2	Tanya Brackinridge	Para Ed Assistant \$20,409.18	08/27/2018
4	Santiago Diez	Para Ed Assistant \$18,315.98	08/27/2018
2	Ashley Henderson	Para Ed Assistant \$18,315.98	08/27/2018
2	Amanda Lewis	Para Ed Assistant \$18,315.98	08/27/2018
2	Carl Love	Para Ed Assistant \$20,308.20	08/27/2018
2	Asia McMillian	Para Ed Assistant \$18,315.98	08/27/2018

Code	Name	Position and Salary	Date
5	Julie Slightham	Para Ed Assistant \$21,968.76	08/27/2018
5	Jessica Talsky	Para Ed Assistant \$18,315.98	08/27/2018
2	Ieshia Wiggins	Para Ed Assistant \$18,315.98	08/06/2018
4	Elizabeth Garcia	School Safety Assistant \$22,819.92	08/13/2018
2	Charrise Johnson	School Safety Assistant \$22,819.92	08/06/2018
2	Money Love	School Safety Assistant \$22,819.92	08/06/2018
2	Katherine Patton	School Safety Assistant \$23,797.92	08/13/2018
4	Katherine Borrero Perez	Secretary I — 10-month \$3223,795.52	08/14/2018
4	Maria Montoya	Secretary I — 12-month \$29,152.80	08/06/2018

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
4, r	Alvarez Porras, Laura Bilingual Education	B	\$42,360.01	8/27/2018
5, nr	Anderson, Krystie General Operations	B	\$42,500.00	8/27/2018
5, nr	Andres, Katharine General Operations	B	\$61,018.98	8/27/2018
5, r	Anich, Allison Reg (5-year-old) Kindergarten	B	\$42,500.00	8/27/2018
5, r	Baranowski, Mollie Kindergarten (4-year-old)	B	\$42,500.00	8/27/2018
5, r	Bartsch, Emily Gen'l Elem & K8 — All Grades	C	\$45,500.00	8/27/2018
2, r	Bates, Gregory Special Ed Multicategorical	B	\$42,360.01	8/27/2018
5, nr	Becker, Jennifer Multicategorical Comp Sen	B	\$42,360.01	8/28/2018
5, nr	Bennett, Crystal Bilingual Education	B	\$59,746.38	8/27/2018
5, nr	Berman, Shari Guidance — Various	B	\$61,018.98	8/27/2018
5, r	Blunt, Patrick School Support Teacher	B	\$42,500.00	8/27/2018
5, r	Boehm, Jeanette Gen'l Elem & K8 — All Grades	B	\$53,859.12	8/27/2018
5, nr	Bonk, Samantha Kindergarten (4-year-old)	B	\$42,500.00	8/27/2018
5, nr	Bublitz, Molly Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Burrows, Britni Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Busalacchi, Elena Speech Pathology	B	\$44,476.56	8/27/2018
2, r	Caballero, Alyssa Early Childhood Special Ed	B	\$42,500.00	8/27/2018
5, r	Calcutt, Victoria Early Childhood Special Ed	B	\$42,360.01	8/27/2018
5, nr	Canteli Vigon, Pablo Bilingual Education	C	\$64,018.98	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, r	Catoe, Aliza AMP Art	B	\$42,500.00	8/27/2018
5, nr	Chambers, Kayla SAGE	B	\$43,388.17	8/27/2018
5, r	Chartier, Jolene Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Coles, Christin AMP HPE	B	\$42,500.00	8/27/2018
5, r	Collins, Diane AMP Art	B	\$42,500.00	8/27/2018
5, nr	Corrales Rodriguez, Laura Kindergarten (4-year-old)	C	\$64,018.98	8/27/2018
2, r	Covington, Saleema Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
2, r	Damasus, LaToya SAGE	B	\$42,500.00	8/27/2018
2, r	Daniel, Kellie Special Ed Multicategorical	B	\$42,360.01	8/27/2018
5, r	Dauphin, Jaci Early Childhood Special Ed	B	\$42,500.00	8/27/2018
2, r	Davis, Rosalind Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	De Meio, Melissa Title I Schoolwide	B	\$42,500.00	8/27/2018
2, nr	Deans, Nyida Gen'l Elem & K8 — All Grades	B	\$48,724.89	8/27/2018
5, r	Deinhammer, Kelsey Kindergarten (4-year-old)	B	\$42,874.09	8/27/2018
5, nr	Doss, Jenny Special Ed Multicategorical	C	\$50,031.27	8/27/2018
5, r	Durand Husting, Cyrille Gen'l Elem & K8 — All Grades	B	\$50,053.00	8/27/2018
5, r	Eckerle, Robert Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
4, nr	Figuroa, Evelyn Bilingual Education	C	\$49,061.37	8/27/2018
5, nr	Flick, Karyn Speech Pathology	B	\$55,047.04	8/27/2018
5, r	Foss, Alexandra Multicategorical Comp Sen	C	\$64,018.98	8/28/2018
5, nr	Gasparri, Bianca Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Gates, Megan Speech Pathology	B	\$45,500.00	8/27/2018
2, nr	Gebhart, LaTia Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
2, r	Gilbert, Treneshia Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
5, r	Gillaspie, Amber Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Grunfelder, Emilie Gen'l Elem & K8 — All Grades	B	\$43,388.17	8/29/2018
5, r	Gunderson, Emma Gen'l Elem & K8 — All Grades	C	\$44,979.92	8/27/2018
5, r	Gurda, Nikolai Gen'l Elem & K8 — All Grades	B	\$51,744.00	8/27/2018
5, nr	Haese, Lindsey General Operations	B	\$61,018.98	8/27/2018
5, nr	Hamill, Dawn Multicategorical Comp Sen	C	\$70,000.00	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, nr	Hartman, Anna Multicategorical Comp Sen	C	\$48,100.72	8/27/2018
4, nr	Hartwell, Katarina Hearing Impaired	B	\$42,500.00	8/27/2018
2, r	Hatchett, Jade Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Hedrick, Norman Gen'l Elem & K8 — All Grades	C	\$64,018.98	8/27/2018
2, r	Hemphill, Joseph Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
5, nr	Hoehn, Christina Speech Pathology	B	\$44,476.56	8/27/2018
5, nr	Holewa, Lisa Gen'l Elem & K8 — All Grades	B	\$48,724.89	8/27/2018
2, nr	Holland, LaShawnda Gen'l Elem & K8 — All Grades	C	\$67,500.00	8/27/2018
5, nr	Horton, Sierra Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Jabs, Theresa Gen'l Elem & K8 — All Grades	C	\$62,746.38	8/27/2018
5, r	Jensen, Kara Reg (5-year-old) Kindergarten	B	\$42,500.00	8/27/2018
6, r	Johnson, Julie Gen'l Elem & K8 — All Grades	B	\$45,503.41	8/27/2018
3, r	Josh, Michael Multicategorical Comp Sen	B	\$42,500.00	8/27/2018
2, r	Jude, Demond Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, r	Kalve, Liva Speech Pathology	B	\$45,500.00	8/27/2018
2, r	Kanady, Corey Gen'l Elem & K8 — All Grades	B	\$48,724.89	8/27/2018
5, r	Keepers, Shannon Gen'l Elem & K8 — All Grades	C	\$62,746.38	8/27/2018
5, nr	Knue, Brooke Gen'l Elem & K8 — All Grades	C	\$58,006.32	8/27/2018
5, nr	Kohnke, Kyrstin Special Ed Multicategorical	B	\$42,306.01	8/27/2018
5, nr	Kolb, Alyssa Multicategorical Comp Sen	C	\$49,762.73	8/27/2018
5, r	Krawczyk, Mary Special Ed Multicategorical	B	\$42,874.09	8/27/2018
5, nr	Kreger, Tammy Title I Schoolwide	B	\$61,018.98	8/28/2018
5, nr	LaCombe, Jennifer Special Ed Multicategorical	B	\$61,018.98	8/27/2018
5, nr	Lassiter, Beth Early Childhood Special Ed	B	\$61,018.98	8/27/2018
5, nr	Leiske, Taylor Reg (5-year-old) Kindergarten	B	\$42,500.00	8/27/2018
5, r	Lentz, Alyssa Bilingual Education	B	\$44,313.51	8/27/2018
2, nr	Levells, Stanley Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, r	Leverly, Lauren Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Loebl, James AMP Music	C	\$68,000.00	8/27/2018
5, r	Martin, Jessica Bilingual Education	B	\$42,500.00	8/27/2018

Codes	Name and Position	Division	Salary	Date
2, r	Martin, Tiffany Multicategorical Comp Sen	B	\$42,500.00	8/27/2018
4, nr	Martinez, Jose Manuel Bilingual Education	B	\$64,018.00	8/27/2018
5, nr	Matzek, Susan AMP HPE	C	\$64,018.98	8/27/2018
6, nr	McLaughlin, Grace Speech Pathology	B	\$45,360.01	8/27/2018
5, r	McRoberts, Debra Gen'l Elem & K8 — All Grades	C	\$64,018.00	8/28/2018
5, r	Menting, Joseph Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
4, r	Mercado, Elsi Reading	B	\$42,360.01	8/27/2018
6, r	Mihdawi, Marcia Gen'l Elem & K8 — All Grades	B	\$54,778.00	8/27/2018
2, r	Morgan, Nekia School Support Teacher	B	\$42,360.01	8/29/2018
2, r	Morris Allen, Terri Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
3, nr	Moua, Kabao Kindergarten (4-year-old)	B	\$42,874.09	8/27/2018
3, nr	Moy, Krysta Title I Schoolwide	B	\$42,500.00	8/27/2018
5, nr	Muck, Kelly Special Ed Multicategorical	B	\$43,388.17	8/27/2018
5, r	Mullahy, Katherine Gen'l Elem & K8 — All Grades	B	\$43,388.17	8/27/2018
5, r	Munzenmaier, Kelsey Special Ed Multicategorical	B	\$42,500.00	8/27/2018
5, r	Murphy, Joanne Speech Pathology	B	\$73,969.82	8/27/2018
5, r	Oesterreich, Brody Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Ott, Timothy Multicategorical Comp Sen	B	\$49,472.63	8/27/2018
5, nr	Oury, Debby Special Ed Multicategorical	B	\$48,117.68	8/27/2018
2, r	Paige, Patricia Reg (5-year-old) Kindergarten	C	\$61,018.98	8/27/2018
5, r	Picard, Mark Special Ed Multicategorical	C	\$70,178.52	8/27/2018
5, nr	Polivka, Adam Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Pulos, Dena English as a Second Language	C	\$62,746.38	8/27/2018
5, r	Rauen, Lindsay 3-year-old Kindergarten	B	\$42,500.00	8/27/2018
6, r	Richardson, Shalanda Special Ed Multicategorical	B	\$42,360.01	8/27/2018
5, nr	Rick, Kevin Gen'l Elem & K8 — All Grades	B	\$49,472.63	8/27/2018
5, nr	Riesterer, Emily Kindergarten (4-year-old)	B	\$42,500.00	8/27/2018
2, r	Roberson, Renita Gen'l Elem & K8 — All Grades	C	\$70,000.00	8/27/2018
5, nr	Roberts, Casey Speech Pathology	B	\$45,500.00	8/27/2018
4, r	Roman, Jailene Bilingual Education	B	\$42,360.01	8/27/2018

Codes	Name and Position	Division	Salary	Date
4, r	Romero, Cristina SAGE	B	\$42,500.00	8/27/2018
5, r	Ruiz, Cynthia Bilingual Education	B	\$46,472.63	8/27/2018
5, nr	Russo, Anna Title I Schoolwide	C	\$64,018.98	8/27/2018
4, r	Santiago, Emerita Fed Head Start General	B	\$42,360.01	8/27/2018
5, nr	Shields, Jeffrey AMP HPE	B	\$65,721.00	8/27/2018
5, nr	Shuder, Erin Gen'l Elem & K8 — All Grades	B	\$45,877.82	8/27/2018
5, r	Smith, Ashley Gen'l Elem & K8 — All Grades	C	\$50,114.15	8/27/2018
5, r	Smith, Madison Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Smith, Rebecca Bilingual Education	B	\$43,388.17	8/27/2018
5, r	Snyder, Isabella Multicategorical Comp Sen	B	\$42,500.00	8/27/2018
5, r	Stahle, Elizabeth AMP Art	B	\$61,018.98	8/27/2018
5, nr	Starkman, Susan Gen'l Elem & K8 — All Grades	B	\$59,746.38	8/27/2018
5, nr	Stephan, Michelle SAGE	B	\$42,360.01	8/27/2018
5, nr	Stresing, Catherine Gen'l Elem & K8 — All Grades	C	\$64,018.00	8/27/2018
4, r	Suarez, Miannette Bilingual Education	B	\$42,500.00	8/27/2018
5, nr	Sutherland, Holly Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
5, nr	Talken, Allison Speech Pathology	B	\$45,360.01	8/27/2018
5, r	Tanner, Elizabeth Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
2, r	Tatum, Dietrich Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Taylor, Tania Kindergarten (4-year-old)	B	\$47,313.51	8/27/2018
5, r	Tedrow, Julia Speech Pathology	B	\$44,476.56	8/27/2018
6, r	Tillman, Rebecca Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Timko, Debra Early Childhood Special Ed	B	\$42,360.01	8/27/2018
1, r	Towberman, James AMP HPE	C	\$61,018.98	8/27/2018
5, nr	Ullmann, Nancy Gen'l Elem & K8 — All Grades	C	\$62,746.38	8/27/2018
2, r	Vrontez, Shanel Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, nr	Waletzko, Brandie Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/27/2018
2, r	Weatherspoon, Darryl Gen'l Elem & K8 — All Grades	B	\$61,018.98	8/27/2018
5, r	Whalen, Allison Speech Pathology	B	\$44,476.56	8/27/2018
5, r	Wilichowski, Sheree Speech Pathology	B	\$44,476.56	8/27/2018

Codes	Name and Position	Division	Salary	Date
2, r	Wilkinson, Britney SAGE	B	\$42,360.01	8/27/2018
2, r	Wilks, Sharney Kindergarten (4-year-old)	B	\$42,360.01	8/27/2018
4, r	Williams, Ingrid School Support Teacher	B	\$55,006.32	8/27/2018
2, r	Williams, Kimberly Special Ed Multicategorical	B	\$42,360.01	8/27/2018
5, nr	Wolf, Jordan Early Childhood Special Ed	B	\$42,500.00	8/27/2018
3, nr	Yang, Phoua Reg (5-year-old) Kindergarten	B	\$45,100.72	8/27/2018

Certificated Appointments: Intern Teachers

Codes	Name and Position	Division	Salary	Date
5, nr	Dostal, Amanda SAGE	4W2	\$42,360.01	8/27/2018
5, nr	Dyrssen, Christa Multicategorical Comp Sen	4W2	\$42,360.01	8/27/2018
5, r	Emons, Juline Early Childhood Special Ed	4W2	\$42,360.01	8/27/2018
5, r	Freda, Rebekah Early Childhood Special Ed	4W2	\$42,360.01	8/27/2018
2, nr	Gordon, Brittani Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018
5, r	Grall, Abbey Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018
2, r	Jefferson, Shatavia Early Childhood Special Ed	4W2	\$42,360.01	8/27/2018
2, nr	Jewell, Rochelle Special Ed Multicategorical	4W2	\$42,360.01	8/27/2018
5, nr	Jungbauer, James Special Ed Multicategorical	4W2	\$42,360.01	8/27/2018
5, r	McKenna, Taylor Multicategorical Comp Sen	4W2	\$42,360.01	8/27/2018
5, r	McKeogh, Kaitlin Title I Schoolwide	4W2	\$42,360.01	8/27/2018
5, r	OMalley, Mary Claire Multicategorical Comp Sen	4W2	\$42,360.01	8/27/2018
5, r	Platte, Skylar Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018
3, r	Punyamurthula, Rithinay Kindergarten (4-year-old)	4W2	\$42,360.01	8/27/2018
4, r	Silva, Makaila Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018
5, r	Stempniewski, Jeffrey Multicategorical Comp Sen	4W2	\$42,360.01	8/27/2018
2, nr	Walker, Diane Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018
5, r	Wuest, Jennifer Special Ed Multicategorical	4W2	\$42,360.01	8/27/2018
5, r	Zea, Erin Gen'l Elem & K8 — All Grades	4W2	\$42,360.01	8/27/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Date
6, r	Allen, Suzette Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, r	Beck, Katherine Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
5, r	Brannon, Miranda Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
4, r	Colon, Nicole Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Conley Patterson, Sheila Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, nr	Cureton, Angela Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Davis, Ashaunti Special Ed Multicategorical	B	\$42,360.01	8/14/2018
5, r	Delgado Abrew, Daisy Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
2, r	Foster, Kimberlyn Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
5, r	Haffenden, Magen Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018
2, nr	Hemphill Harvey, Felicia Early Childhood Special Ed	B	\$42,360.01	8/27/2018
5, nr	Holubowicz, Hope Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, nr	Mack, Jeffrey Special Ed Multicategorical	B	\$42,360.01	8/27/2018
4, nr	Marcial Resto, Carlos Bilingual Education	B	\$42,360.01	8/27/2018
4, r	Montalvo, Rebeca Early Childhood Special Ed	B	\$42,360.01	8/27/2018
4, r	Morales Hoppe, Gadibel Bilingual Education	B	\$42,360.01	8/27/2018
2, r	Nichols, Carla Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
5, nr	Parker, Stephanie Special Ed Multicategorical	B	\$42,360.01	8/27/2018
3, nr	Ravoori, Vijay Special Ed Multicategorical	B	\$42,360.01	8/27/2018
4, r	Salinas, Veronica Early Childhood Special Ed	B	\$42,360.01	8/27/2018
5, r	Schwenn, Lindsey AMP Art	B	\$42,360.01	8/27/2018
3, r	Thao, Song Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Thompson, Shawn Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Watson, Jerica Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Whittle, Tahje Special Ed Multicategorical	B	\$42,360.01	8/27/2018
6, r	Williams Pittman, Darlene Special Ed Multicategorical	B	\$42,360.01	8/27/2018
2, r	Young, Lashonda Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/27/2018

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

Codes	Name and Position	Division	Salary	Date
4, nr	Arellano, Tony Foreign Language	B	\$42,500.00	8/17/2018

Codes	Name and Position	Division	Salary	Date
5, nr	Esenberg, Karra Special Ed Multicategorical	C	\$56,155.64	8/20/2018
5, r	Fant, Madison Speech	B	\$45,500.00	8/20/2018
5, nr	Gruichich, Micho Social Studies	B	\$42,500.00	8/6/2018
2, r	Hill, Christina Gen'l Elem & K8 — All Grades	B	\$42,500.00	8/6/2018
2, r	Honey, Kevin Science	B	\$42,500.00	8/6/2018
5, nr	Klansky, Matthew Science	B	\$42,500.00	8/6/2018
5, nr	Kraus, Gail Specialty Program	C	\$64,018.98	8/6/2018
6, r	Larson, Noah Mathematics	B	\$42,360.01	8/28/2018
4, nr	Luna, Paul Special Ed Multicategorical	C	\$54,000.00	8/17/2018
5, nr	Marrari, Nicole English as a Second Language	B	\$42,500.00	8/13/2018
5, r	McCarthy, Bernard Science	B	\$55,006.32	8/6/2018
5, r	McCormick, Courtney Special Ed Multicategorical	C	\$54,119.00	8/6/2018
5, r	McGinnis, Sarah SAGE Intervention Teacher	B	\$54,624.24	8/6/2018
4, nr	McNamer, Maria Foreign Language	B	\$42,500.00	8/6/2018
4, nr	Miranda, Itzel Foreign Language	B	\$42,500.00	8/6/2018
5, r	Peed, Caleigh CAT ENG High	B	\$42,500.00	8/7/2018
2, r	Rankin, Jeremy Special Ed Multicategorical	B	\$42,360.01	8/27/2018
5, nr	Sanders, Matthew Science	C	\$49,750.00	8/9/2018
4, r	Valdez Reyes, Narcisa Science	B	\$42,360.01	8/27/2018
3, r	Vangio, Asius Social Studies	B	\$53,155.64	8/13/2018
5, r	Waldron, Jeanna Science	B	\$53,155.64	8/13/2018
2, nr	Weeks, Sharon Special Ed Multicategorical	B	\$42,360.01	8/28/2018

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

Codes	Name and Position	Division	Salary	Date
2, r	Chambers, Tysha Science	B	\$42,360.01	8/17/2018
2, r	Coleman, Jaques English	B	\$42,360.01	8/10/2018
2, r	Eugene, Elisee Special Ed Multicategorical	B	\$42,360.01	8/13/2018
2, r	Hall, Glenn Multicategorical Comp Sen	B	\$42,360.01	8/27/2018
2, r	Holt, Marieva Early Childhood Special Ed	B	\$42,360.01	8/14/2018

Codes	Name and Position	Division	Salary	Date
2, r	Hudnall, Gevonchai Mathematics	B	\$45,000.00	8/8/2018
2, r	Ivy, Jeannece Mathematics	B	\$42,360.01	8/14/2018
2, r	Johnson, Samora Gen'l Elem & K8 — All Grades	B	\$42,360.01	8/9/2018
5, nr	Prewitt, Claire Multicategorical Comp Sen	B	\$42,360.01	8/6/2018
4, r	Reyes, Isamil General Operations	B	\$42,360.01	8/13/2018
2, r	Riley, Freddie General Operations	B	\$42,360.01	8/7/2018
2, r	Robinson, Valencia Multicategorical Comp Sen	B	\$42,360.01	8/6/2018
2, nr	Story, Rachel Mathematics	B	\$42,360.01	8/27/2018
2, r	Tatum, Deonte Multicategorical Comp Sen	B	\$42,360.01	8/20/2018
2, nr	Williams, Addo Trade & Tech Ed	B	\$42,360.01	8/10/2018

Certificated Appointments: School Counselors

Codes	Name and Position	Division	Salary	Date
1, nr	Langen, Linda Guidance	C	\$45,500.00	8/27/2018
2, r	Williams, Laquisha Guidance	B	\$45,500.00	8/27/2018

Certificated Appointments: School Counselors — Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
5, nr	Santa Cruz, Melissa Guidance	B	\$45,500.00	8/22/2018
6, r	Slade, Marla Guidance	C	\$56,155.64	9/5/2018

Certificated Appointments: Permit Library Media Specialist

Codes	Name and Position	Division	Salary	Date
5, nr	Prochnow, Samantha AMP LIB	2F	\$46,401.58	8/20/2018

Certificated Appointments: School Social Workers

Codes	Name and Position	Division	Salary	Date
2, r	Dinsmore, Jennie IDEA Central Service	2A	\$53,348.71	8/16/2018
3, nr	Giombi, Katriya IDEA Central Service	2A	\$53,348.71	8/16/2018
3, r	Hang, Linda Gen'l Elem & K8 — All Grades	2A	\$53,348.71	8/16/2018
2, r	Moody, Raven School Social Work	2A	\$53,348.71	8/16/2018

Codes	Name and Position	Division	Salary	Date
5, r	Phillips, Katelyn School Social Work	2A	\$53,348.71	8/16/2018
5, nr	Terlizzi, Amanda School Social Work	2A	\$53,348.71	8/16/2018
5, nr	Wallace, Courtney School Social Work	2A	\$53,348.71	8/16/2018
5, r	Whaley, Rachel Gen'l Elem & K8 — All Grades	2A	\$53,348.71	8/16/2018
4, r	Whittaker, Lisette School Social Work	2A	\$53,348.71	8/16/2018

Certificated Appointments: School Social Worker — Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
2, r	Perry Finch, Chauna School Social Work	2A	\$75,260.00	

Certificated Appointments: School Psychologists

Codes	Name and Position	Division	Salary	Date
2, nr	Arms, Chloe School Psych Services	51C	\$55,145.73	8/15/2018
5, r	Bonasch, Matt School Psych Services	51C	\$54,788.38	8/14/2018
5, r	Dreps, Abigail School Psych Services	51C	\$54,788.38	8/14/2018
5, nr	Fink, Jessica School Psych Services	51C	\$54,788.38	8/14/2018
5, r	Glenn, Katelyn School Psych Services	51C	\$54,788.38	8/14/2018
5, nr	Heitman, Jill Gen'l Elem & K8 — All Grades	51C	\$54,788.38	8/14/2018
2, r	King, Maxwell Gen'l Elem & K8 — All Grades	51C	\$54,788.38	8/14/2018
5, r	Repetti, Samantha School Psych Services	51C	\$54,788.38	8/14/2018
5, nr	Schilz, Morgan Gen'l Elem & K8 — All Grades	51C	\$54,788.38	8/14/2018
5, nr	Talkovic, Ashton School Psych Services	51C	\$54,788.38	8/14/2018
5, r	Weberg, Lacey School Psych Services	51C	\$54,788.38	8/14/2018
5, nr	Young, Krista School Psych Services	51C	\$54,788.38	8/14/2018

Certificated Appointments: Occupational Therapist

Codes	Name and Position	Division	Salary	Date
5, nr	Anderson, Jamie Therapist Occupational	C	\$46,388.17	8/27/2018
5, r	Milbauer, Michelle Therapist Occupational	E	\$45,360.01	8/27/2018
3, nr	Xiong, Amy Therapist Occupational	E	\$47,313.00	8/27/2018

Certificated Appointments: Physical Therapist

Codes	Name and Position	Division	Salary	Date
5, nr	Menor, James Therapist Physical	4V	\$48,908.82	8/27/2018

Codes and Counts

(a)	Reappointment without tenure	
(b)	Reappointment with tenure	
(nr)	Non-Residents	
(r)	Residents	
(1)	Native American	2
(2)	African American.....	64
(3)	Asian/Oriental/Pacific Islander	11
(4)	Hispanic	24
(5)	White.....	152
(6)	Other	9
(7)	Two or More Ethnic Codes	0
	Males.....	54
	Females	208

Leaves of Absence

Personal Leave, August 2018

	<u>Present Assignment</u>	<u>Effective From</u>
Kelly West	Milw. French Immersion	08/27/2018
Kimberly Shields	Manitoba	08/27/2018
Marlene Priewe	Currently on Leave	08/27/2018
Jeanne DeMint	Garland	08/23/2018
Shira Oltesvig	Whiteside Academy II	08/17/2018
Eboness Briant	Currently on Leave	08/01/2018

Personal Leave, September 2018

	<u>Present Assignment</u>	<u>Effective From</u>
Lisette Whittaker	Milw. Parkside	09/06/2018

Personal Leave, October 2018

	<u>Present Assignment</u>	<u>Effective From</u>
Janie Kyle	Madison H.S.	10/15/2018
	<u>Present Assignment</u>	<u>Effective From</u>

Illness Leave, August 2018

	<u>Present Assignment</u>	<u>Effective From</u>
Whiteside Dyresha	Central Services Bldg.	08/14/2018
Kimberly Dunn	Obama	08/14/2018

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Laurie Becerra	Teacher	Allen Field	5.0	Other Work	07/31/2018	4
Nicholas Bersch	Teacher	Gaenslen	1.5	Other Work	08/08/2018	5
Kyle Conrath	Teacher	Pierce	5.6	Other Work	08/10/2018	5
Barb Danner	Teacher	MacDowell	4.9	Personal	08/05/2018	5
Staci Dorsey	Teacher	River Trail	3.0	Other Work	08/08/2017	5
Jeremy Duggan	Teacher	Meir	6.0	Other Work	08/03/2018	5

Certificated Resignations

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Omar Estrada	Teacher	JMAC	3.0	Personal	08/10/2018	4
Charonda Farrington	Nurse	Vincent	17.9	Other Work	08/21/2018	2
Traci Fernandez	Teacher	Central Svcs	9.0	Personal	08/10/2018	5
Annie Frankovis	Teacher	Marshall	0.5	Other Work	07/30/2018	5
Michelle Heimerl	Teacher	Green Bay Ave	1.8	Other Work	08/02/2018	5
Kelly Jackson	Teacher	Riley	10.8	Personal	07/31/2018	2
Thomas Jacobsen	Teacher	Central Svcs	1.0	Personal	08/05/2018	5
Mary Lelinski	Nurse	WCLL	2.0	Other Work	08/24/2018	5
Lisa Maxfield	Teacher	Meir	2.0	Personal	07/31/2018	5
Antonio McCray	Teacher	Bradley Tech	0.4	Personal	08/03/2018	2
Nolan McKenzie	Teacher	Riverside	6.6	Other Work	08/02/2018	5
Adam McLimans	Teacher	Marshall	2.0	Personal	08/10/2018	5
Jennifer Monte	Nurse	Central Svcs	4.4	Personal	08/27/2018	6
Caitlin Oliva	Teacher	Keefe	2.0	Other Work	08/03/2018	5
Heather Osborne	Teacher	Fairview	20.7	Other Work	08/10/2018	5
Ingram Rivas	Teacher	Allen Field	29.7	Other Work	08/09/2018	4
Katie Ross Houston	Teacher	Central Svcs	10.0	Personal	08/02/2018	5
Jaime Schroeder	Teacher	LaFollette	3.0	Personal	08/31/2018	5
Katrina Schuh	Teacher	Rufus King HS	10.0	Personal	08/01/2018	5
Nikki Settingsgaard	Teacher	Rufus King HS	6.0	Other Work	07/20/2018	5
Angel Sobieski	Teacher	Elm	4.7	Other Work	07/24/2018	5
Shannon Sprung	Teacher	Whitman	5.6	Personal	08/03/2018	5
Wonderful Stamps	Teacher	Thurston Woods	3.0	Personal	08/08/2018	2
Brenda Thimke	Teacher	HS of the Arts	4.6	Personal	08/09/2018	5
Andrea Waldron	Teacher	Forest Home Ave	16.0	Other Work	08/06/2018	5
Lori Zeller	Teacher	Grantosa	5.0	Personal	08/03/2018	5

Classified Retirements

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Levent Cobin	Sch Eng IV	BEAM	36.0	Retire	08/11/2018	2
Patricia Hopson	FSA In Chg	Franklin	17.7	Retire	08/09/2018	2
Colleen Schmitt	Adm Ast III	Central Svcs	27.6	Retire	08/10/2018	5
Evelyn Young	Kit Mgr II	Thoreau	31.0	Retire	08/24/2018	2
Lora Young	CHA	Bruce	22.6	Retire	08/20/2018	5

Codes

- (1) Native American
- (2) African American
- (3) Asian/Oriental/Pacific Islander
- (4) Hispanic
- (5) White
- (6) Other
- (7) Two or More Ethnic Codes

Monthly Affirmative Action Report

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

Committee’s Recommendation

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

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

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

Recommended Appointments

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

Code	Name	Position	Salary
(5)(r)	Martha Kreitzman	Interim Chief Financial Officer Office of the Chief of Finance	Schedule 03, Range 18A \$148,865
(5)(r)	Evangeline Scoptur	Interim Chief Human Resources Officer Office of the Chief of Human Resources	Schedule 03, Range 18A \$148,865
(2)(r)	Lonnie Anderson	Interim Sr. Director of Talent Management Office of the Chief of Human Resources	Schedule 03, Range 16A \$132,610
(5)(r)	Barbara Hickling	Manager 111, Educator Effectiveness Office of the Chief of Academics	Schedule 03, Range 13A \$114,829
(2)(r)	Theopa Tolbert	Manager I, Mentor/Induction Office of the Chief of Academics	Schedule 03, Range 11A \$107,545
(2)(r)	Robert Hooks	Assistant Principal III — Washington High School Office of the Chief of School Administration	Schedule 03, Range 12C \$84,427
(4)(r)	Lorie Burgos	Procurement Associate III Office of the Chief of Finance	Schedule 03, Range 05A \$52,929
(1)(r)	Doreen Baewer	Technology Support Technician I Office of the Chief of Human Resources	Schedule 03, Range 03A \$45,655
(2)(r)	Adrienne Lathan	Technology Support Technician I Office of the Chief of Human Resources	Schedule 03, Range 03A \$45,655
(2)(r)	Michele Wilborn	Accountant I Office of the Chief of Finance	Schedule 03, Range 03A \$45,655
(2)(r)	Ashley Miner	Planning Assistant III Office of the Chief of Academics	Schedule 03, Range 02A \$43,900
(2)(r)	Sundai Cook*	Assistant Analyst Office of Accountability and Efficiency	Schedule 03, Range 00A \$33,804

Recommended Reassignments

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

Code	Name	Position	Salary
(2)(nr)	Jason McCord	Assistant Principal III — North Division High School Office of the Chief of School Administration	Schedule 03, Range 12C \$98,715
(2)(r)	Leslie White	Assistant Principal III — Vincent High School Office of the Chief of School Administration	Schedule 03, Range 12C \$84,470

Recommended LTE Contracts (to be effective upon approval by the Board)

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60, days pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Code	Name	Position and Dates	Salary
(5)(r)	Dare Boling	InSPIRE Grant Manager Office of the Chief of Academics 7/23/18 to 12/21/18	\$50.00
(5)(r)	Jessica Buss	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	\$50.00

Code	Name	Position and Dates	Salary
(5)(r)	Jennifer Maederer	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	\$50.00
(5)(r)	Brenda Scharping	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	\$50.00
(5)(r)	Randall Welniak	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	\$50.00
(6)(r)	Kathleen Krug	Project AWARE Ofc of the Chief of Communications & School Performance 9/01/18 to 3/1/19	\$40.00
(5)(r)	Ellen Miller	School Nurse Office of the Chief of Academics 8/27/18 to 2/27/19	\$40.00
(5)(nr)	Annette Walters	Physical Therapist Office of the Chief of Academics 8/27/18 to 12/21/18	\$40.00
(5)(r)	Nicole Drew	School Social Worker Office of the Chief of Academics 8/27/18 to 12/21/18	\$35.00
(5)(r)	Eric Losin	Mathematics AP Calculus Class Tutor Office of the Chief of Academics 8/06/18 to 1/04/19	\$35.00
(2)(r)	Payton Anderson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Tuwania Anderson	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(5)(r)	Susan Burton	Bookkeeper Office of the Chief of School Administration 8/15/18 to 2/15/19	\$30.00
(6)(r)	Gloria Cervantes	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(5)(r)	Joan Crisostomo	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	\$30.00
(5)(r)	Tamera Derby	Smart Spaces Classroom Facilitator Office of the Chief of Academics 8/01/18 to 1/31/19	\$30.00
(2)(r)	Kimberly Eubanks	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Dyonna Ferguson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(5)(r)	Dale Garman	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Johnell Graham	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(5)(r)	Karen Green	PUMP CS Computer Science Coach Office of the Chief of Academics 7/02/18 to 12/31/18	\$30.00
(2)(r)	Mary Ann Hall	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00

Code	Name	Position and Dates	Salary
(2)(r)	Karen Hampton	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(nr)	Willie Mae Hill	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(2)(r)	Joyce Hopson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Patricia Kirby	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(5)(r)	Heinrich Kunsman	Piano Coach Office of the Chief of School Administration 8/13/18 to 12/20/18	\$30.00
(2)(r)	Christopher Levy	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Gloria McGee	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(4)(r)	Carmen Ramirez Carrillo	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Nobie Reed	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(5)(nr)	Carol Reiners	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(2)(r)	Valerie Rivas	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Fred Royal	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(2)(r)	Loleta Sherman	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Lavonda Stewart-Whitley	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Cortez Van Felder	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	\$30.00
(5)(nr)	Mary Waldheim	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	\$30.00
(2)(r)	Nadine Williams	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Ouida Williams	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	\$30.00
(2)(r)	Louise Yong-Benson	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	\$30.00
(5)(r)	Nancy Blumenberg	Accounting Assistant III Office of the Chief of Finance 8/08/18 to 11/08/18	\$28.44

Code	Name	Position and Dates	Salary
(2)(r)	Ayanna Bost	Smart Spaces Classroom Facilitator Office of the Chief of Academics 8/01/18 to 1/31/19	\$25.00
(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief of School Administration 8/27/18 to 6/14/19	\$15.00
(2)(r)	Sundai Cook*	Assistant Analyst Office of Accountability and Efficiency 6/15/18 to 12/31/18	\$14.00
(2)(r)	Nathaniel Edwards	WIP* Associate — Obama Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(r)	Madeline Frank	WIP Associate — MLK, Jr. Office of the Chief of Academics 8/27/18 to 12/21/18	**\$4,500
(5)(nr)	Ryanne Gainey	WIP Associate — JMAC Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(nr)	Tim Gillooley	WIP Associate — South Division Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(nr)	Alyssa Guehlsdorf	WIP Associate — Tech Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(nr)	Shannah-Anne Imbruglia	WIP Associate — Meir Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(nr)	Kerrigan Koch	WIP Associate — Auer Office of the Chief of Academics 8/27/18 to 12/21/18	**\$4,500
(5)(nr)	Danielle Moore	WIP Associate — Washington Office of the Chief of Academics 8/20/18 to 12/21/18	**\$4,500
(5)(r)	Amanda Seiberlich	WIP Associate — Hamilton Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(r)	Sergio Sepulveda	WIP Associate — Hamilton Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500
(5)(nr)	Meghan Smith	WIP Associate — Browning Office of the Chief of Academics 8/27/18 to 12/21/18	**\$4,500
(5)(r)	Elizabeth Ziolkowski	WIP Associate — Audubon Office of the Chief of Academics 8/13/18 to 12/21/18	**\$4,500

*Wisconsin Improvement Program

**Stipend

Codes

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- r Resident
- nr Non-resident
- * Upon approval of appointment position, LTE contract will be terminated.

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

* * * * *

(Item 3) Action on the 2018-2019 ASC Salary Schedule

Background

At its regular board meeting on August 30, 2018, the Milwaukee Board of School Directors voted to approve the Administration's recommended administrative appointments, promotions, reassignments and reclassifications, salary increases/decreases, limited-term employment (LTE) contracts exceeding sixty days, and waiver requests. This item included the Interim Deputy Superintendent's classification as a level 19A.

At the Board's regular meeting on August 30, 2018, the Administration reported it would bring forward an updated Administrators' and Supervisors' salary schedule to the Board in September. The schedule below reflects the Deputy Superintendent's position at a level 19A. It is important to note that previous organizational charts and salary schedules have reflected the position at a level 18A.

Administrators & Supervisor Salary Schedule — 7/1/2018

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days, as indicated by Grade: A = 260; B = 260 @ 6 hours/day; C = 200; T = 220.

Grade (Numeric Listing)	Job Titles	Min	Mid	Max
00A	Assistant	\$33,804.08	\$38,154.24	\$42,504.40
01A	Assistant I	\$42,268.83	\$49,647.60	\$57,026.37
02A	Assistant II, Paralegal	\$43,900.93	\$52,639.54	\$61,378.14
02C	Assistant II	\$37,822.54	\$45,358.52	\$52,894.51
03A	Assistant III, Associate I, Technician I, Accountant I	\$45,655.58	\$55,867.41	\$66,079.23
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$49,187.05	\$60,186.23	\$71,185.41
05A	Associate III, Analyst I, Accountant III	\$52,929.23	\$64,815.58	\$76,701.93
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$59,552.63	\$72,938.32	\$86,324.01
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$51,247.89	\$62,753.35	\$74,258.80
07A	Coordinator II, Analyst III	\$62,446.09	\$76,488.34	\$90,530.58
07C	Coordinator II, Analyst III	\$53,724.67	\$65,793.04	\$77,861.42
08A	Coordinator III, Specialist I	\$65,474.24	\$80,208.28	\$94,942.33
08B	Coordinator III, Specialist I (6 hours)	\$48,084.38	\$59,645.56	\$71,206.74
08C	Coordinator III, Specialist I	\$56,328.78	\$68,985.32	\$81,641.86
09A	Supervisor I, Specialist II	\$68,722.28	\$84,150.76	\$99,579.24
09C	Supervisor I, Specialist II	\$59,060.21	\$72,337.01	\$85,613.80
10A	Supervisor II, Specialist III	\$72,022.93	\$88,234.22	\$104,445.52
10C	AP I, Supervisor II, Specialist III	\$61,929.48	\$75,852.83	\$89,776.18
11A	Manager I, Specialist IV	\$75,538.23	\$92,546.01	\$109,553.80
11C	AP II, Manager I, Specialist IV	\$64,941.84	\$79,547.52	\$94,153.20
12A	Manager II, Principal I	\$79,233.45	\$97,077.70	\$114,921.96
12C	Manager II, AP III	\$68,077.30	\$83,396.35	\$98,715.40
12T	Principal I	\$75,004.78	\$91,882.62	\$108,760.46
13A	Manager III	\$83,108.58	\$101,831.93	\$120,555.27
13T	Principal II	\$78,663.17	\$96,368.02	\$114,072.86
14A	Director I, Principal I	\$87,183.63	\$106,827.63	\$126,471.62
14T	Principal III	\$81,919.63	\$100,781.34	\$119,643.04
15A	Director II, Principal II, Comptroller	\$91,454.39	\$112,067.95	\$132,681.52
16A	Sr. Director, Regional Superintendents	\$95,943.99	\$117,573.43	\$139,202.86
18A	Chiefs	\$135,943.28	\$149,419.34	\$162,895.39
19A	Deputy Superintendent	\$141,381.01	\$155,396.11	\$169,411.20

Grade (Numeric Listing)	Job Titles	Min	Mid	Max
4R	Management Interns (2 year)	\$33,804.08	\$34,774.79	\$35,745.50
SP	Contract Position	Contract Position		

Updated 7/1/2018

The Administration plans to bring the remaining updated FY19 salary schedules to the Board in October.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Committee’s Recommendation

Your Committee recommends that the Board approve the 2018-2019 ASC salary schedules as provided above.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make a Purchase; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B 5742 Authorization to Extend a Blanket Agreement with CDW Government, LLC, for Microsoft Surfaces and Related Accessories

The Administration is requesting authorization to extend its blanket agreement with CDW Government, LLC, (“CDW”) for the purchase of Microsoft Surface portable computing devices and related accessories. These devices are used exclusively by school and district leaders for administrative purposes.

The vendor was chosen pursuant to B 5742. The original blanket agreement provided for two one-year options if certain performance metrics were met. The first extension option was exercised by agreement. CDW has met the performance metrics codified in the agreement; therefore, MPS is exercising the second and final extension option for the blanket agreement.

The total cost of the blanket contract in this extension year will not exceed \$120,875.

Budget Code: Varies by location ordering goods\$120,875

CDW Government, LLC

HUB participation
 Required.....N/A
 ProposedN/A
 \$ Value.....N/A

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

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Forest Home Avenue School	Northwestern Mutual	\$11,000.00	Youth Voice Project
<i>Total Monetary Donations Over \$5,000</i>		<i>\$11,000.00</i>	
<i>Monetary Donations</i>			
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School Supplies
Bradley Trade & Tech	Bradley Technology & Trade School Foundation*	\$1,874.00	BLMA Program
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School Supplies
Bradley Trade & Tech	Southbrook Church	\$1,200.00	Senior Graduation Fees
Bradley Trade & Tech	SME Education Foundation	\$3,000.00	STEM Education
Hamilton High School	Roselyn & William Collins	\$25.00	Athletics Donation
Hamilton High School	Harwood Engineering Consultants, Ltd.	\$100.00	Athletics Donation
Hamilton High School	UW-Madison	\$300.00	Athletics Donation
Hamilton High School	George & Marlene Lange	\$100.00	Athletics Donation
Hamilton High School	Dale & Sandra Landgren	\$50.00	Athletics Donation
Hamilton High School	Robert Bryson	\$50.00	Athletics Donation
Hamilton High School	Robert & Joyce Lex	\$25.00	Athletics Donation
Hamilton High School	Carol Jean Pingel	\$25.00	Athletics Donation
Hamilton High School	John Melzer	\$50.00	Athletics Donation
Hamilton High School	John Bennethum	\$100.00	Athletics Donation
Hamilton High School	Danny & Mary Beth Ho	\$125.00	Athletics Donation
Hamilton High School	David & Judith Scharfenberger	\$100.00	Athletics Donation
Hamilton High School	Danny & Mary Beth Ho	\$265.00	Athletics Donation
Hamilton High School	Adrian & Deborah Moy	\$100.00	Athletics Donation
Ronald Reagan High School	Heath & Dezarae Jones Hartwig	\$50.00	Forensics Donation
Starms Discovery School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Starms Discovery School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	\$460.00	Kohl's Cares Field Trip Grant
Vincent	Blue Number Bros Inc., DBA Culver's	\$205.66	Agricultural Program
<i>Total Monetary Donations</i>		<i>\$11,804.66</i>	

Committee’s Recommendation

Your Committee recommends that the Board:

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

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

* * * * *

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

RFP 954 Authorization to Extend a Contract with Hoonuit I, LLC, for Online Professional Development and Training Content

The Administration is requesting authorization to extend the contract with Hoonuit I, LLC, for online professional development and training content services. This contractor will be used to deliver access to web-based courses to all MPS staff, students, and families.

MPS is committed to providing a high-quality system of professional learning that is aligned to key district initiatives, designed collaboratively, readily accessible, and available in a variety of formats to allow personalization of learning. A goal of MPS is to provide opportunities to direct content to the learning needs of individuals within a self-paced learning environment.

The online professional development and training content will integrate with the district's learning-management system (LMS) and Infor Cloud Suite Learning Management to offer personalized learning experiences to certified and non-certified staff. Staff and students may also access the content through the MPS application page and Clever software. Family access is also available through the Hoonuit website using a districtwide username and password.

Contractor was chosen pursuant to RFP 954, which closed on June 29, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. Hoonuit I, LLC, has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

The first contract extension will run from October 1, 2018, through September 30, 2019. The total cost of the contract extension will not exceed \$95,000.

Budget Code: SDV-0-S-T29-OD-ECTS (Organizational Development — Contract Services)\$95,000

Hoonuit I, LLC

Prime Contractor Information

Certified HUB Contractor?No
Total # of Employees93
Total # of Minorities5
Total # of Women43

HUB Participation

Required..... 25%
Proposed 25%
\$ Value.....\$31,800.00

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment400
Student Career Awareness Commitment10

— — —

RFP 992 Authorization to Contract with Family Music Center, Inc.; Guitar Center Stores, Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to enter into contracts with Family Music Center; Guitar Center Stores Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for musical instrument repair and maintenance services. These contractors will be used to deliver musical instrument repair and maintenance to ensure the quality of district-owned musical instruments. This includes repair and

maintenance of musical instruments for school-based band and orchestra programs, traveling music teacher programs, and Saturday music lessons programs.

Milwaukee Public Schools must maintain the quality of musical instruments to best serve the needs of students enrolled in district music programs. By contracting with these vendors, Milwaukee Public Schools will be able to provide quality and convenient repair and maintenance of musical instruments during the school year.

The contractors were chosen pursuant to RFP 992, which closed on Thursday, August 9, 2018. The contracts will run from October 1, 2018, through September 30, 2019, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contracts in the Initial Term will not exceed \$150,000.

<u>Vendor</u>	<u>Award</u>
Family Music Center, Inc.	\$75,000.00
Guitar Center Stores Inc. dba Music & Arts.....	\$40,000.00
Brass Bell Music, Inc.	\$20,000.00
Korinthian Violins, LLC	\$15,000.00
Budget Code: IMS-0-0-IMC-DW-EMTC (Instrument Music — Maintenance Contracts).....	\$150,000

Family Music Center

Prime Contractor Information

Certified HUB Contractor?	NO
Total # of Employees	8
Total # of Minorities	0
Total # of Women	4

HUB Participation

Required.....	0%
Proposed	0
\$ Value.....	0

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment	200
Student Career-awareness Commitment	10

Guitar Center Stores Inc. dba Music & Arts

Prime Contract Information

Certified HUB Contractor?	NO
Total # of Employees	1713
Total # of Minorities	349
Total # of Women	553

HUB Participation

Required.....	0%
Proposed	0
\$ Value.....	0

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment	200
Student Career-awareness Commitment	10

Brass Bell Music, Inc.

Prime Contract Information	
Certified HUB Contractor?	NO
Total # of Employees	50
Total # of Minorities	7
Total # of Women	14
HUB Participation	
Required.....	0%
Proposed	0
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	200
Student Career-awareness Commitment	10

Korinthiam Violins, LLC

Prime Contract Information	
Certified HUB Contractor?	NO
Total # of Employees	4
Total # of Minorities	0
Total # of Women	3
HUB Participation	
Required.....	0%
Proposed	0
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	200
Student Career-awareness Commitment	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

The Administration having clarified that the professional services contracts presented will not be subject to contract-compliance requirements because they are each under \$50,000, Director Miller moved to approve the Committee’s recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

* * * * *

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

Exception Authorization to Enter into a Contract with Children’s Service Society of Wisconsin for Services Related to the Project Prevent/Resilient Kids Grant

The Administration is requesting authorization to extend the contract with Children’s Service Society of Wisconsin, d/b/a Children’s Hospital of Wisconsin Community Services, (“Children’s Hospital”) for services related to the U.S. Department of Education’s Project Prevent/Resilient Kids Grant (“Project Prevent”). This contractor provides collaboration, direct services to students and families, professional development, staff and parent training, and summer programming for students at 11 schools participating in Project Prevent.

Through Project Prevent, Children’s Hospital will provide direct services to students and family members who have witnessed or who are victims of violence. Services may include crisis intervention, case management, mentoring, emotional support, mental health, drug and alcohol prevention services, home-based health, and school, job, and court advocacy.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Project Prevent Grant (Administrative Policy 3.09(2)(c)).

This contract will run from October 1, 2018, through September 30, 2019. The total cost of the contract will not exceed \$114,232.

Budget Code: DTI-0-S-RX9-DE-ECTS (Resilient Kids Grant — Contracted Services)\$114,232

Children’s Service Society of Wisconsin, d/b/a Children’s Hospital of Wisconsin Community Services

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	0
Student Career Awareness Commitment	10

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Exception Authorization to Enter into a Contract with UW-Milwaukee’s Center for Urban Initiatives and Research (CUIR) to Provide Project Evaluation for the U.S. Department of Education’s Project Prevent/Resilient Kids Grant

The Administration is requesting authorization to enter into a contract with the University of Wisconsin-Milwaukee’s Center for Urban Initiatives and Research (“CUIR”) for an external evaluation of the U.S. Department of Education’s Project Prevent Grant.

Researchers at the University of Wisconsin-Milwaukee will conduct both process (formative) and outcome (summative) evaluations of the Project Prevent/Resilient Kids Program. Each part of the evaluation will address the three-project performance that the Government Performance and Results Act (“GPRA”) measures for this grant. Evaluators will be responsible for preparing a research request for the MPS Department of Research, Assessment, and Data, for devising data collection systems across agencies and schools when needed, for collecting data to monitor program activities and assess outcomes (both secondary and primary), and for preparing additional reports. A member of the evaluation team will attend all regular meetings of the project’s advisory committee or other project meetings to remain informed of changes in program activities and to provide ongoing results. The evaluation team will prepare and submit evaluation

reports as required by the advisory committee and project manager, likely twice each year, and will prepare annual preliminary reports, as well as a final report at the end of the project.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Project Prevent Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The total cost of the contract will not exceed \$75,000.

Budget Code: SYS-0-S-RX9-DE-ECTS (Resilient Kids — Contract Services)\$75,000

UW-Milwaukee’s Center for Urban Initiatives and Research (CUIR)

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

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Exception Authorization to Contract with Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Madison’s Wisconsin Center for Education Research (WCER) for Milwaukee Partnership School Evaluation

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison’s Wisconsin Center for Education Research (WCER), to evaluate the Milwaukee Partnership School Project. WCER will conduct focus groups and survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. Survey content and focus groups’ agendas will be appropriately vetted with stakeholders, including the project’s steering committee. WCER will analyze the results and produce a report for inclusion in annual progress reports by August 1, 2019. WCER will also produce a project final report.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed \$150,000. If the options to extend are exercised, the contract shall not exceed \$150,000 in Year 2 and \$150,000 in Year 3.

Budget Code: SDV-H-S-M49-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services).....\$150,000

Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Madison’s Wisconsin Center

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

— — —

Exception Authorization to Enter into a Contract with the Board of Regents of the UW System on Behalf of the University of Wisconsin-Milwaukee’s School of Education to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee School of Education, to evaluate the Milwaukee Partnership School Project. UW-Milwaukee’s School of Education will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project’s team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project’s grant, including interventions provided to students (math, reading, and social-emotional learning), student-achievement data, student attendance, family-event attendance, student suspensions, and project collaboration.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed \$113,373. If the options to extend are exercised, the contract shall not exceed \$115,000 in Year 2 and \$115,000 in Year 3.

Budget Code: SDV-H-S-M49-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services).....\$113,373

Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Milwaukee’s School of Education

HUB Participation	
Required.....	0%
Proposed	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	0
Student Career-awareness Commitment	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 7) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend Two Blanket Contracts for Library Books and Library Materials

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend the blanket contracts with Follett School Solutions, Inc., (“Follett”) and Mackin Book Company, d/b/a Mackin Educational Resources (“Mackin”), to supply library books and library materials throughout the district.

This extension will allow for the processing of a new RFP for these services to be completed and brought to the Board by December 2018, yet allow time for purchases to continue to fulfill Common School Fund’s purchases required to be ordered and received by November.

The Common School Fund’s ordering timeline has been communicated to school leaders via the FY19 Financial Tools handout. Librarians also received the ordering timeline via the librarians’ listserv. The deadlines were established due to the fact that the funds are distributed by the Department of Public Instruction and are to be used in the same fiscal year in which they are received. Timelines for the Common School Fund have been in effect since the 2013-14 school year

A library vendor fair is scheduled for October 2, 2018. Vendors will showcase new books and resources for school libraries. School-based library personnel will place most of their Common School Fund’s library orders and receive support from Central Services staff throughout the course of the day.

These contractors were chosen pursuant to RFP 892. The original contracts provided for two one-year options to extend if certain performance metrics were met. Follett and Mackin both have met the performance metrics codified in the contract, and both one-year options were previously exercised. This authorization will add an additional four months to each contract.

The contract extension will run from September 1, 2018, through December 31, 2018. Additional funds will be added to the contract with Follett, not to exceed \$400,000 in the period of the extension. The contract with Mackin does not need additional funds, and therefore, there is no fiscal impact.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: Varies by location ordering goods\$400,000

Follett School Solutions, Inc.

HUB Participation

Required..... 5%

Proposed 87.4%

\$ Value.....\$1,013,685

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	300
Student Career-awareness Commitment	10
Mackin Book Company, d/b/a Mackin Educational Resources	
HUB Participation	
Required.....	5%
Proposed	20%
\$ Value.....	\$134,390
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment	300
Student Career-awareness Commitment	10

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract extensions with Follett School Solutions, Inc., and Mackin Book Company, as set forth in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 8) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with National Vision Administrators, LLC, to Provide Vision Benefits to MPS Employees through a Fully-insured Vision Plan

Background

The Administration is requesting authorization to enter into a contract with National Vision Administrators, LLC, (NVA) to provide vision benefits to MPS employees through a fully-insured vision plan.

The selected vision plan exceeds those benefits currently provided to MPS employees, including, but not limited to, a 100% covered eye examination, an eyeglasses-frame allowance of \$100 with standard glass or plastic lenses covered 100% or, in lieu of eyeglasses, a \$100 retail allowance on contact lenses. Previously, the eyeglass-frame allowance was \$82. NVA’s Eye Care Professional Network includes 59,776 providers at 24,835 locations. For MPS employees, there are on average two providers located within a five-mile radius of their homes.

Contractor was chosen pursuant to RFP 989, which closed on July 9, 2018. The contract will run from January 1, 2019, through December 31, 2019, (the “Initial Term”) with the possibility of three one-year extensions, upon mutual agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract. NVA was awarded an additional 10 points for proposing HUB participation, pursuant to Section 1.3.4 of the RFP.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term’s being surpassed if the final one-year option to extend is exercised.

The total cost of the contract in the Initial Term will not exceed \$855,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance —District-wide).....\$855,000

National Vision Administrators, LLC

Prime Contract Information

Certified HUB Contractor? NO
 Total # of Employees 100
 Total # of Minorities 47
 Total # of Women 71

HUB Participation

Required..... NA
 Proposed \$2,293
 \$ Value..... \$2,293

Student Engagement (per 12-month contract)

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 9) Action on a Request to Approve a Technical Amendment to the 2018-2019 Inter-District Transfer Agreements

Background

On July 26, 2018, the Board approved the 2018-2019 Inter-District Transfer Agreements and authorized the Administration to execute the contracts with the participating districts. Since that time, it has been discovered that, due to the rounding of monetary calculations, an adjustment to the total expenditure is necessary. A technical amendment is needed to align the numbers that are being reported to the Wisconsin Department of Public Instruction. The Administration is requesting that the Board approve the amended contract amounts as indicated below:

Chapter 220 District	Contracted Seats	Per-Pupil Cost		Contract Amount	
Elmbrook	58	\$3,596.18	\$3,596.1831	\$208,578.44	\$208,578.68
Fox Point-Bayside	61	\$3,227.18	\$3,227.1806	\$196,857.98	\$196,858.02
Germantown	21	\$4,941.78	\$4,941.7885	\$103,777.38	\$103,777.56
Maple Dale-Indian Hills	10	\$3,023.68	\$3,023.6860	\$30,236.80	\$30,236.86
Menomonee Falls	36	\$3,582.59	\$3,582.5961	\$128,973.24	\$128,973.46

Chapter 220 District	Contracted		Contract Amount		
	Seats	Per-Pupil Cost			
Mequon-Thiensville	72	\$4,209.84	\$4,209.8483	\$303,108.48	\$303,109.08
Nicolet	40	\$2,267.76	\$2,267.7645	\$90,710.40	\$90,710.58
Oak Creek-Franklin	24	\$3,779.60	\$3,779.6075	\$90,710.40	\$90,710.58
TOTAL	322			\$1,152,953.12	\$1,152,954.70

Chapter 220 District	2018-2019	
	Contract Amount	
Elmbrook	\$208,578.44	\$208,578.68
Fox Point/Bayside	\$196,857.98	\$196,858.02
Germantown	\$103,777.38	\$103,777.56
Maple Dale/Indian Hill	\$30,236.80	\$30,236.86
Menomonee Falls	\$128,973.24	\$128,973.46
Mequon-Thiensville	\$303,108.48	\$303,109.08
Nicolet	\$90,710.40	\$90,710.58
Oak Creek/Franklin	\$90,710.40	\$90,710.58
TOTAL	\$1,152,953.12	\$1,152,954.70

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.11, Admission of Nonresident Students

Fiscal Impact Statement

The Administration is requesting authorization to amend the 2018-2019 Inter-District Transfer Agreement to reflect the corrected calculations. This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee-resident students who receive Title I services provided by the host district. The budget code for the amended reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of \$1,152,954.70.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the technical amendment to the 2018-2019 Inter-District Transfer Agreements.

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

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(Item 10) Action on a Request to Rename Franklin Pierce Elementary School to Riverwest Elementary School

Background

Franklin Pierce Elementary School is a traditional elementary school which served 454 students in grades K3-5 during the 2017-18 school year. Head Start programming is offered at the school for students in grades K3-K4.

An August 2018 communication from the Pierce principal and school community requested that the Administration bring their request to rename Franklin Pierce Elementary School to Riverwest Elementary School before the Milwaukee Board of School Directors for consideration. The communication indicates that

there has been ongoing conversation with staff at Pierce regarding the beliefs and principles of Franklin Pierce. The consensus of these discussions was that this name does not represent the school. A name change will rebrand the school to closely align to its location in the Riverwest neighborhood and attract more students.

The entire Pierce school community was involved in the process to rename the school, including students, parents, staff, and community members. The School Engagement Council unanimously supported the proposed renaming of Pierce to Riverwest Elementary School.

Pierce also meets the criteria set forth in Administrative Policy 5.01(6)(b), Facilities, which states:

Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

The Administration has adhered to Administrative Policy 5.01, especially relative to allowing school communities pursuing a name change the autonomy to select one through a collaborative process which includes the School Engagement Council.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school’s FY19 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school to implement the name change.

Committee’s Recommendation

Your Committee recommends that the Board approve renaming Franklin Pierce Elementary School to Riverwest Elementary School, to be effective upon the Board’s approval.

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

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of a Construction Contract and Professional Services Contracts Recommendation

Background

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

- Construction Contract Requested for Approval:
 - Prostar Surfaces, Inc., for Auxiliary Gym Floor Replacement at Marshall High School; Code: FAR 00 MM2 MR ECNC\$ 137,202.00
- Professional Services Contracts Requested for Approval:
 - Zimmerman Architectural Studios, Inc., for Playfield & Fieldhouse Design Services at Division 1 — Wick Playfield; Code: 000 00 IAR NL FTRG\$ 55,330.00
 - Zimmerman Architectural Studios, Inc., for Playfield & Fieldhouse Design Services at Division 2 — Clovernook

	Playfield;	
	Code: STS 00 RFI CF ECNC	\$ 125,055.00
—	Zimmerman Architectural Studios, Inc., for Playfield &	
	Fieldhouse Design Services at Division 2 — Franklin	
	Square Playfield;	
	Code: STS 00 RFI RC ECTS.....	\$ 152,845.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contracts Requested\$ 137,202.00
- Total Professional Services Contract Requested\$ 333,230.00

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 12) Action on a Request to Enter into a Lease Agreement with the University of Wisconsin-Madison’s Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) at Rufus King International Middle School

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison (UW-Madison) is committed to inclusive excellence. The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE) works in partnership with students, parents, public school districts, alumni, and corporate and private donors throughout the state of Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW-System institutions. PEOPLE is a pre-college pipeline program designed for University of Wisconsin-Madison’s targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be academically and socially equipped to apply, to be successfully admitted, and to enroll at the UW-System institution. Students who enroll at the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship.

PEOPLE accepts highly-motivated students into a rigorous program to build and master academic knowledge, to build cognitive skills and strategies, to build self-management skills, and to explore college through experiential learning. The PEOPLE program will provide a college-prep experience that is experiential and allows students to explore career interests and to build the social skills needed to make a successful college transition on a world-class campus.

Approximately 160 students in Milwaukee Public Schools across grades nine through twelve currently participate in the PEOPLE program. In exchange for space at the Rufus King International Middle School campus, PEOPLE plans to serve approximately 400 Milwaukee Public School students through tutoring,

academic enhancements, and summer experiences designed to prepare students for post-secondary success at no cost to students or families of Milwaukee Public Schools.

The Administration is requesting approval of a lease agreement to commence on October 1, 2018, and to terminate on July 31, 2020, with a lease rate of one dollar per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing pre-college preparatory services to students that promote growth and create additional opportunities for future success.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the lease agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement with the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) at Rufus King International Middle School, as attached to the minutes of your Committee's meeting.

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

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(Item 13) Action on a Request to Enter into a Lease Agreement with Milwaukee Bicycle Collective, Inc., for Use of Merrill Park Fieldhouse

Background

The Milwaukee Bicycle Collective, Inc., is a 501(c)(3) non-profit organization with a mission of making bicycling accessible to all. Milwaukee Bicycle Collective, Inc., is a volunteer-driven organization that has partnered with Milwaukee Public Schools to provide the district with valuable resources for bicycle repair and instruction, as well as refurbished bicycles, parts, and accessories.

Milwaukee Public Schools' bicycling programs within the Department of Recreation and Community Services and the Department of Curriculum and Instruction — Health and Physical Education do not have adequate resources to repair and service the bicycles owned by the district for students' use. Entering into this agreement with the Milwaukee Bicycle Collective, Inc., further ensures that all Milwaukee Public Schools children involved in the district's bicycling programs are using safe equipment while also providing the Milwaukee Bicycle Collective, Inc., with needed storage space to provide this valuable service.

The Administration is requesting approval of a lease agreement to commence on October 1, 2018, and to terminate on June 30, 2019, with a lease rate of one dollar in order to provide space for Milwaukee Bicycle Collective, Inc., to further advance its work with Milwaukee Public Schools in providing services to students that promote growth and to create additional opportunities for future success.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the lease agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement with the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, for use of the Merrill Park fieldhouse.

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

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**(Item 14) Action on a Career & Technical Education Experience-Based Licensure
Professional Development Plan**

Background

On July 12, 2015, Wisconsin Act 55 created an experience-based licensure process for teaching technical subjects. On March 8, 2016, Wisconsin Act 259 created a parallel experience-based licensure process for teaching vocational education subjects.

Wisconsin State Statutes, section 118.191, require the Department of Public Instruction (DPI) to do the following:

1. grant an initial three-year teaching license to teach a technical or vocational education subject to an applicant who passes a background check and does both of the following:
 - a. earns a minimum score on a point system created under the Act and
 - b. agrees to complete a curriculum determined by the school board of the school district in which the applicant will teach;
2. upon expiration of the three-year term, issue a professional teaching license to the applicant if the applicant successfully completes the curriculum; and
3. indicate on a professional teaching license that the license was obtained under an experience-based licensure program.

This pathway to licensure is for candidates who have training and/or experience in a technical or vocational field or a trade, as well as some training in how to teach (pedagogy).

The system assigns points both for (a) experience in a technical field or experience related to the vocational education subject and (b) pedagogical experience. An applicant must earn at least 100 points, of which at least 25 points must come from each of the two categories.

The initial teaching license authorizes an individual to teach only in the school district governed by the school board that determined the curriculum which the individual agreed to complete. The initial three-year teaching license becomes void if the license holder ceases to be employed as a teacher in the school district in which the license holder is authorized to teach.

The Career & Technical Education (CTE) Experience-Based Licensure Professional Development Plan consists of the following:

1. All CTE teachers who have obtained their licenses through the experience-based licensure route will receive four two-day sessions prior to the end of their third year under the initial educator license.
2. The two-day sessions will provide professional development in the following content:

- Session 1: Classroom management, special education, and inclusion
 Session 2: Instructional methodology, lesson and unit planning, and formative assessment
 Session 3: Assessment and evaluation
 Session 4: CTE philosophy & practice, work-based learning, and career and technical student organization (CTSO) advisement

In 2018-2019, all second-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1&2. In 2018-2019, all third-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1-4. In successive years, all second-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1&2, and all third-year CTE teachers who obtained their license through the experience-based licensure route will receive Sessions 3&4.

The professional development sessions will be delivered in Milwaukee at a location yet to be determined.

Each session will include pre-work and post-work, with application of learning implemented in teacher classrooms.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures. Funding for the two contracts to deliver the professional development will come from the federal Carl Perkins grant. Total expenditures for the first year of professional development are expected to be \$18,095.

Implementation and Assessment Plan

Upon approval of the Experience-Based Licensure Professional Development Plan, the Administration will contract with the Milwaukee Teacher's Education Center (MTEC) to deliver the first three sessions, and with the University of Wisconsin-Stout to deliver the fourth (final) session.

The Administration will monitor the number of teachers who successfully complete the professional development program. Following the 2018-2019 school year, the proposed plan will continue with a cycle of two sessions per year.

Committee's Recommendation

Your Committee recommends that the Board adopt the Experience-based Licensure Professional Development Plan for implementation in 2018-2019.

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

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(Item 15) Action on a Request to Enter into an Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to Continue the School Resource Officers (SRO) Model for the 2018-2019 School Year

Background

Milwaukee Public Schools and the Milwaukee Police Department (MPD) have a long-standing collaboration. Based on this relationship, the Milwaukee Board of School Directors has approved intergovernmental agreements between Milwaukee Public Schools and Milwaukee Police Department for

the School Resource Officers (SRO) program since 2007. Both organizations have worked together to adjust resources to the needs of the district and will continue to do so.

SROs interact regularly with school administration, Violence Free Zone staff, school safety assistants, and the safety director to discuss school-related concerns and resolutions. The SRO program offers consistency by the same group of police officers addressing school matters.

Based on a recently conducted independent evaluation, the following recommendations have been added to the intergovernmental agreement:

1. allow School Resource Officers proactive time at schools that are agreed upon between MPS and MPD during which SROs can interact with students and staff to build positive relationships;
2. provide training between MPS and MPD in areas relevant to each other's needs such as personal safety or MPS rules and procedures; and
3. ensure that SROs are not utilized at schools to enforce school and district rules and procedures.

At this time, the Administration requests approval of the intergovernmental agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to continue the SRO model at MPS schools. A maximum of 12 SROs will be funded by MPS and MPD, with each entity to pay half of the total costs of the program.

In addition, the agreement allows for the termination of the agreement by either party for convenience upon ninety (90) days' written notice to the other party.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

This item authorizes expenditure up to \$478,142. The funds are in OGA-0-0-SST-DW-ECTS (School Safety — Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement between MPS and the City of Milwaukee for the Milwaukee Police Department, as attached to the minutes of your Committee's meeting, to continue the School Resource Officers (SRO) Model for the 2018-2019 school year.

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

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(Item 16) Action on a Request to Enter into an Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to Provide Law-enforcement Services to Milwaukee Public Schools for the 2018-2019 School Year

Background

Milwaukee Public Schools and the Milwaukee Police Department have been collaborating since 2005 to provide a police presence at high schools between 3:00 and 4:30 p.m. Due to many safety concerns, Milwaukee Police are requested to provide dedicated patrol and presence at school-related events such as

dismissal, social/sports events, outsiders gathering, etc. Based on the success of this arrangement, the Administration recommends continuation of this model.

The Administration will determine when to start service during each semester in order to be proactive relative to the safety of students and staff. The Milwaukee Police Department will furnish fully-marked police squads with uniformed officers to patrol each of the areas surrounding the identified schools, or inside the school as determined. Marked MPD squads shall patrol the defined areas during the hours designated and agreed upon between MPS and MPD.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

This item authorizes expenditures up to \$60,000. Funds for this expenditure are budgeted in account OGA-0-0-SST-DW-ECTS (School Safety — Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department, as attached to the minutes of your Committee's meeting, to provide law-enforcement services to the Milwaukee Public Schools during the 2018-2019 school year.

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

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(Item 17) Report with Possible Action on a Review of Active-shooter Preparedness for Schools

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

Background

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

On May 22, 2018, a preliminary report of the evaluator was presented before the Committee on Accountability, Finance, and Personnel, and on June 19, 2018, the evaluator presented and discussed his report.

During the course of the SRO evaluation, the Milwaukee Board of School Directors raised a question about active-shooter issues, and this topic was added to the scope of the work. The report and presentation attached to the minutes of your Committee's meeting contain the work of the evaluator regarding active-shooter issues for schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 2.10, Administrative Reports

Fiscal Impact Statement

NA

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(Item 18) Quarterly Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action regarding the MPS School Nutrition program. The key elements of this action included limiting processed, high-sugar offerings; increasing the availability of fresh fruits and vegetables; maximizing the lunch period; and establishing regular communication mechanisms for continued feedback. The Board’s action also included quarterly reporting to the Board relative to providing updates on progress in these areas. The following is the third of the quarterly reports and focuses on three areas: menu enhancements, meal service, and staffing.

Menu Enhancements

A fresh, new lunch menu was designed to provide families with more information about the items served. In addition, the menu promotes “WI Wednesdays” featuring locally-grown items.

This school year, the partnership between Wisconsin’s own Amazing Grace Farm, a sixth-generation farm, and Maglio Companies, a fifth-generation produce company, will produce 15,000 pounds of fresh pico de gallo for the 2018-2019 Wisconsin Farm-to-School program for students’ lunches in the Milwaukee Public Schools.

Meal Service

To enhance the students’ dining experiences, the new cutlery packets phased in last May continue to get positive feedback from students.

Staffing

School Nutrition continues to work with Human Resources to aggressively recruit for the open food-service manager trainee and food-service assistant positions. As of September 6, there were approximately 175 open positions. As of September 10, 2018, there are 100 individuals currently going through the background checks and physicals.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on MKE Fellows Partnership

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

Background

The MKE Fellows initiative was created to encourage young men from Milwaukee to complete their college education and to return home as successful professionals. The initiative was originally created in 2012 when a group of local black business partners and several other funders created a partnership with Morehouse College in Atlanta, Georgia, to support 10 students (seven being MPS graduates). The group raised nearly \$900,000 to provide \$25,000 in scholarship dollars to those 10 Morehouse College students.

MKE Fellows envisions a healthier and more economically prosperous African American community that is better positioned to support the economic growth of Wisconsin. The primary goal of MKE Fellows is to create a strong pipeline of young, African American male college graduates ready to return to Milwaukee and other parts of the state to excel in their careers, to build wealth, and to become engaged leaders. MKE Fellows seeks to groom a group of young men who are not only well-educated, but who provide values-based leadership that will be emulated by others.

MKE Fellows works in close partnership with leaders of universities and local corporations to provide Fellows with the internships, support, connections, and resources they need to thrive in college and to graduate prepared for the professional world. The program incorporates the following elements to build a platform for transformative leadership: summer internships, leadership and professional development, mentorship, social support, and networking opportunities and scholarships (merit-based and emergency funds area also available).

In August 2017, MKE Fellows wanted to expand its relationship with MPS and started accepting MKE Fellows during their senior year in high school. On August 29, 2017, nearly 70 Black and Latino male MPS students participated in an informational meeting regarding MKE Fellows at Cardinal Stritch University. Students had an opportunity to meet MPS and MKE Fellows alumni who talked about what the program meant for them.

Currently the MKE Fellows has 79 participants, 21 of which are MPS graduates. Each of the Fellows participate in professional development trainings, social events, and mentor dinners and events.

MKE Fellows currently has 44 members as part of its MKE Fellows alumni group. Approximately 30% of those young men are MPS graduates.

This summer, MPS hosted six MKE Fellows in various internships throughout the district. Over the past three summers, MPS has hosted 13 total MKE Fellows in internship opportunities in the district.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 1.01, Vision and Mission

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(Item 2) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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

Background

The Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2017-18 PCSA with the expectation that data will be included in the school-wide planning for the 2018-19 school year. Each school is required to include plans within its SIP to address all of the individual compliance items that were measured below 100% and are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve (and maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance.

Attached to the minutes of your Committee's meeting is more detailed information regarding the PCSA.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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

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

Background

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

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

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

- Indicator #1 Graduation Rates
- Indicator #2 Drop-Out Rates
- Indicator #3 Assessments
- Indicator #4 Suspension/Expulsion

- Indicator #5 Educational Placement Ages 6-21
- Indicator #6 Educational Placements Ages 3-5
- Indicator #7 Preschool Outcomes
- Indicator #8 Parent Involvement
- Indicator #9 Inappropriate Identification in Special Education
- Indicator #10 Inappropriate Identification in Specific Disabilities Categories
- Indicator #11 Timely Evaluation
- Indicator #12 Preschool Transition Part C, Part B
- Indicator#13 Transition Goals Ages 16 and over
- Indicator #14 Post School Outcomes
- Indicator #15 Resolution Sessions
- Indicator #16 Mediation
- Indicator #17 State Systemic Improvement Plan

LRE for Higher Outcomes

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

LRE Data

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

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

The information below compares MPS’s LRE data-relative services with the projection in DPI’s 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS’s percent includes all students who have IEPs, including those for speech and language services.

	5A	5B	5C
State of Wisconsin’s Target 2017-18	70.00%	7.90%	0.95%
MPS May 2018*	76.04%	18.57%	0.58%
MPS August 2018^	76.76%	22.79%	0.45%

*Please note, when the data for May were reported at the June PACE meeting, there were 14,445 students with disabilities enrolled age 6 through 21 years of age.

^The numbers for MPS’s August LRE are from the schools on the Early-start Calendar. At the time of the August report, there were 6,538 students with disabilities enrolled in Milwaukee Public Schools.

The reports attached to the minutes of your Committee’s meeting include the district’s information as well as each school’s percentage.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1718R-009 to Create a Success Center for Students in Grades 4-12

Background

At the October 26, 2017, Board meeting, Resolution 1718R-009 by Directors Bonds and Harris to create a Success Center for At-risk Students in grades 4-12 at the Daniel Webster Campus, was referred to the Committee on Student Achievement and School Innovation:

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

WHEREAS, The Milwaukee Public Schools' core beliefs state that students come first, that wherever students are learning is the most important place in the district, and that educators and school staffs have high expectations for all students and provide the foundation for their academic success; and

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

WHEREAS, Administrative Policy 8.28 states that all schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors directed the Administration to review Resolution 0809R-043 and report back to the Board in lieu of adopting Resolution 1516R-009 to Recreate the Transition Intervention Experience (TIE) Center; and

WHEREAS, In February 2017, the MPS Administration reported on the review of Resolution 0809R-043 and recommended Board approval of an Intergovernmental Cooperative Agreement for implementation of the Juvenile Education Treatment Initiative (JETI) Program to serve ten students at one pilot location; and

WHEREAS, The JETI program was subsequently expanded to serve up to twenty students across two sites; and

WHEREAS, In March 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-005 to explore alternatives or enhancements to MPS disciplinary programs; and

WHEREAS, In July 2017, in alignment with Resolution 1617R-005, the Milwaukee Public Schools Administration issued a final report with a recommendation to leverage existing partnerships and supports for 40 students per semester at one location; and

WHEREAS, the need for additional supports for students who have experienced repeated behavior challenges extend beyond current programs; and

WHEREAS, While the district has made great strides, through adoption of Resolution 1415R-010, in providing services to all expelled students, there appears to be a need for additional alternative responses to negative behavior, including shorter-term responses; now, therefore, be it

RESOLVED, That the Administration be directed to create a “Success Center” to serve students in grades 4 through 12 who are at risk of or have been given out-of-school suspensions; and be it

FURTHER RESOLVED, That students at the “Success Center” have access to the same supports as a traditional school, including, but not limited to, a principal, regular and special education teachers, school psychologist, school social worker, transition specialist safety aide, paraprofessional, and secretary;

FURTHER RESOLVED, That the new “Success Center” include the following components outlined in Resolution 1516R-009:

- A three-to-five day preventative program designed to serve chronically disruptive youth who may be at risk of becoming suspended in the future;
- A five-to-ten day alternative-to-suspension program designed to serve chronically suspended youth who may be at risk of becoming expelled in the future;
- An alternative-to-expulsions program designed to serve expelled students with the goal of returning them to their home schools;
- Wrap around services that may include, but not be limited to, mentoring, conflict resolution, behavior modification, and mental health supports;
- An individualized transition plan for each student prior to returning to the sending school, including identification of supports available upon return; and be it

FURTHER RESOLVED, That the “Success Center” be located at the Daniel Webster Campus with implementation to begin with the 2018-19 school year.

FURTHER RESOLVED, That the Administration report back to the Board with a plan for implementation no later than the January 2018 Board cycle.

At its regular meeting on November 30, 2017, in response to a request from the Administration for more time to formulate an appropriate response to the resolution, Board voted to refer Resolution 1718R-009 back to committee, with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

On March 13, 2018, the Administration brought forward its response to the resolution. At that time, the Committee voted to hold the item in committee.

At its organizational meeting on April 24, 2018, the Board took action to carry forward Resolution 1718R-009 to the 2018-19 board year.

On July 26, 2018, the Board approved the Administration’s Regional Development Plan, which identifies Green Bay to serve as the Success Center for all schools in the district starting with the 2019-20 school year.

The Administration has developed a Request for Proposal (RFP), as identified in the resolution. The RFP is seeking services and/or programming that foster appropriate school-related behaviors, which in turn, will assist the student in positive reintegration to a traditional school setting. A continuation of educational services will be supported through collaboration with the home-base school during the students’ period of reassignment.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

An RFP will be issued with anticipation of the Success Center to open fall of 2019, to be located at the Green Bay Campus.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-009 as amended below and authorize the issuance of an RFP for services and programming at Green Bay to create a Success Center for students in grades 4-12 to open in fall 2019:

RESOLVED, That the Administration be directed to create a "Success Center" to serve students in grades 4 through 12 who are at risk of or have been given out-of-school suspensions; and be it

FURTHER RESOLVED, That students at the "Success Center" have access to the same supports as a traditional school, including, but not limited to, a principal, regular and special education teachers, school psychologist, school social worker, transition specialist safety aide, paraprofessional, and secretary;

FURTHER RESOLVED, That the new "Success Center" include the following components outlined in Resolution 1516R-009:

- ~~A three to five day preventative program designed to serve chronically disruptive youth who may be at risk of becoming suspended in the future;~~
- ~~A five to ten day alternative to suspension program designed to serve chronically suspended youth who may be at risk of becoming expelled in the future;~~
- An alternative-to-expulsions program designed to serve ~~expelled students~~ chronically disruptive youth, with the goal of returning them to their home schools;
- Wrap around services that may include, but not be limited to, mentoring, conflict resolution, behavior modification, and mental health supports;
- An individualized transition plan for each student prior to returning to the sending school, including identification of supports available upon return; and be it

FURTHER RESOLVED, That the "Success Center" be located at the ~~Daniel Webster~~ Green Bay Campus, with implementation to begin with the ~~2018-19~~ 2019-20 school year.

FURTHER RESOLVED, That the Administration report back to the Board with a plan for implementation no later than the January 2018 Board cycle.

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

* * * * *

(Item 2) Action on Resolution 1819R-004 by Directors Miller, Harris, Phillips, and Voss Regarding Montessori Strategic Plan (MPSMSP)

Background

At its meeting on July 26, 2018, the Board referred Resolution 1819R-004 by Directors Miller, Harris, Phillips and Voss, a regarding Montessori Strategic Plan (MPSMSP), to the Committee on Student Achievement and School Innovation:

WHEREAS, Milwaukee Public Schools (MPS) is the global leader in offering no-tuition, quality, certified, comprehensive Montessori education to City of Milwaukee and suburban students; and

WHEREAS, MPS has maintained a strategic plan to sustain, to improve, and to expand Montessori education in the public sector since 1974; and

WHEREAS, In addition to providing quality, effective public education, MPS's Montessori schools offer distinctive or unique characteristics; including curricula through grade eight, a Montessori high-school integrated with the International Baccalaureate (IB) curriculum; and

WHEREAS, The objectives specified in the last Milwaukee Public Schools Montessori Strategic Plan (MPSMSP) have all been successfully, although as yet incompletely, realized; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help increase MPS's record of successful performance in improving basic and advanced language and mathematics learning and, additionally, offer quality music, visual-arts, movement, life-skills, and employment skills embedded in the Montessori curriculum; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help reverse deeply troubling trends of student-enrollment attrition and the loss of precious public investment in facilities and programs; and

WHEREAS, Thanks to a farsighted and visionary series of MPS Montessori strategic plans, MPS now offers quality, credentialed, comprehensive Montessori curricula to students, families, and communities in all socioeconomic, ethnic, gender, sexuality, and special education categories; and

WHEREAS, Notwithstanding that success, MPS can and should still improve and expand Montessori offerings to low-income, non-English speaking, ethnic minority, and special needs students; and

WHEREAS, Montessori schools continue to strive to be models for other school communities in the district; now, therefore, be it

RESOLVED, That the MPS Montessori Strategic Plan (MPSMSP) be coordinated in collaboration with the MPSMSP Advisory Committee; and be it

FURTHER RESOLVED, That the MPSMSP Advisory Committee be constituted no later than October 1, 2018; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a first draft of the MPSMSP to the Board no later than January 1, 2019; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a final draft of the MPSMSP to the Board for consideration, amendment, adoption, and/or revision no later than March 1, 2019; and be it

FURTHER RESOLVED, That the MPSMSP be framed around increased access and inclusion of students across Milwaukee.

The Administration is in agreement with the intent of the resolution, with minor adjustments to allow for inclusive and broad participation throughout the district. To accomplish this, the Administration will lead efforts to develop a council structure similar to the District Multicultural Multilingual Advisory Committee. To achieve this, the council will include district, community, and principal representation from all MPS Montessori schools. The opportunity to participate will be shared with stakeholders using various methods, including during the parent-teacher conferences October 15-18, 2018. Once the district-established MPS Montessori Strategic Plan Advisory Committee has been established, the work will begin on the MPS Montessori Strategic Plan to include long- and short-term planning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the resolution will be brought back to the Board for consideration and approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will move forward with forming the MPS Montessori Strategic Plan Advisory Committee so that work can begin on developing the MPS Montessori Strategic Plan in a collaborative manner inclusive of all stakeholders and aligned to the district's goals and the five priorities for success.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-004 by Directors Miller, Harris, Phillips and Voss, regarding Montessori education, as amended below:

RESOLVED, That the MPS Montessori Strategic Plan (MPSMSP) be coordinated in collaboration with the MPSMSP Advisory Committee; and be it

FURTHER RESOLVED, That the MPSMSP Advisory Committee be constituted no later than October 1, 2018; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a first draft of the MPSMSP to the Board no later than ~~January~~ February 1, 2019; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a final draft of the MPSMSP to the Board for consideration, amendment, adoption, and/or revision no later than ~~March~~ April 1, 2019; and be it

FURTHER RESOLVED, That the MPSMSP be framed around increased access and inclusion of students across Milwaukee.

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

* * * * *

(Item 3) Report with Possible Action on a Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) Grant

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

Background

At its meeting on February 22, 2018, the Board adopted revisions to Resolution 1718R-010 regarding computer-science programming and directed the Administration to bring an update on progress to the Committee on Student Achievement and School Innovation. The adopted Resolution was well aligned with the goals of the Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) grant.

The PUMP CS grant-funded project began August 15, 2016, and ends July 31, 2019. The award is from the National Science Foundation to Marquette University, with a portion of the funding being provided directly to MPS. The team involved in implementing the grant includes members from universities, the Wisconsin-Dairyland chapter of the Computer Science Teachers Association (CSTA), and teachers and administrators from MPS. The PUMP CS grant has the ultimate goal of providing access to the AP Computer Science Principles (AP CSP) course at all Milwaukee high schools by 2020.

To date the grant has achieved following:

1. 128 elementary teachers at 22 schools have been trained in computer science fundamentals (goal was 75 teachers);
2. 35 middle-grade teachers at 23 schools trained in computer science discoveries (goal was 54 teachers);
3. 21 high-school teachers and six middle-school teachers at 14 schools (10 high schools) trained in exploring computer science (goal was 45 teachers).

Obama SCTE currently has scheduled computer classes in the elementary, middle-, and high-school grades.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.29, Technology Planning and Resources Use

Fiscal Impact Statement

This item does not authorize expenditures. This grant-funded project began August 15, 2016, and ends July 31, 2019. The award is from the National Science Foundation to Marquette University, with a portion of the funding being provided directly to MPS. Funds are provided to MPS for a 0.5 FTE lead teacher to recruit teachers to the program and to provide support for them, as well as to pay teachers to complete summer computer-science training and to pay for substitutes during professional development sessions held during the school year (\$321,778 over 3 years).

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(Item 4) Report with Possible Action on Academic Standards

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

Background

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

1. On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is to be noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation for instruction in the classroom and professional development for teachers and principals.
2. The Common Core Essential Elements were developed to provide to students with significant intellectual disabilities the opportunity to be involved in and to meet the same challenging expectations that have been established for all students in the Common Core State Standards.
3. The Common Core State Standards for Spanish language arts were developed to parallel the English language arts and the development of bilingualism.

On May 27, 2014 the Milwaukee Board of School Directors supported two initiatives aligned to the Wisconsin Model Early Learning Standards (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

Per the Wisconsin Department of Public Instruction, all academic areas not covered by Common Core (CCSS and CCEE) and Wisconsin Model Early Learning Standards (WMELS) are covered by Wisconsin Academic Standards. See list below:

- | | |
|---------------------------------------|-------------------------------|
| • art and design education | • personal financial literacy |
| • dance | • physical education |
| • environmental education | • reading |
| • health education | • school counseling |
| • information and technology literacy | • social studies |
| • music education | • theatre education |
| • nutrition education | • world languages. |

The Wisconsin Department of Instruction has adopted the Next Generation Science Standards, which identify content and science and engineering practices that all students should learn from kindergarten through 12th grade. These include elementary science, physical science, life science, earth and space science, and engineering, technology and applications of science in middle and high school.

In September 2013, the Wisconsin Department of Public Instruction released career-and-technical-education standards that are being used in our setting high expectations for students to be prepared for college and career. These standards are developed in grade bands K-5, 6-8, 9-12 and cover six broad subject areas:

- agriculture, food and natural resources
- business and information technology
- family and consumer sciences
- health sciences
- marketing, management and entrepreneurship
- technology and engineering

Strategic Plan Compatibility Statement.

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

There is no fiscal impact.

* * * * *

(Item 5) Report with Possible Action on Postsecondary Student Data

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

Background

The report attached to the minutes of your Committee's meeting provides information on Milwaukee Public Schools graduates who have entered post-secondary institutions of learning. These data are provided by the National Student Clearinghouse, which provides post-secondary enrollment and graduation data to schools and universities. This data track students from more than 3,600 colleges and universities for eight years after high-school graduation, based on enrollment, persistence, and graduation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

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**(Item 6) Action on Resolution 1819R-007 by Director Sain Regarding Daniel Webster
Secondary School**

Background

At its meeting on August 30, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-007 by Director Sain to the Committee on Student Achievement and School Innovation:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The Administration is in agreement with the resolution, and sees great value in establishing a steering committee to guide the redesign of Webster Secondary School. The steering committee will include representation from Webster's leadership, staff, students, parents and partners, as well as MPS central services and the community. The opportunity to participate will be shared with stakeholders using various methods including during the October Parent Teacher Conferences. Allowing an additional month to provide the first report to the Board will be helpful in establishing the steering committee with individuals invested in the vision set forth in the resolution. Once the steering committee has been established, the work will begin on the redesign and growth of Webster Secondary School.

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

The approximate cost in 2018-19 to support the ninth grade expansion at Daniel Webster Secondary School for the 2019-2020 school year is \$175,000.

Future year fiscal impact will depend on the direction of the redesign and growth of Webster Secondary School as determined through input of the committee with approval of the Board.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will establish the steering committee to work on the redesign and growth of Webster Secondary School.

Committee's Recommendation

Your Committee recommends that:

1. the Board adopt Resolution 1819R-007 by Director Sain, regarding Webster Secondary School, as amended below; and
2. the 9th-grade option at Webster be included in the enrollment booklet for the 2019-20 school year.

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

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

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

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

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

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

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board’s Delegates

Background

The Board received the monthly reports of the Board’s delegates to the Head Start Policy Council, to the Milwaukee Public Library Board, and to CESA 1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the month of September 2018 included the following:

Academic Achievement

- Attended various district events, including:
 - Traditional-start Day One at Maple Tree School
 - Farm-to-Table event at Vincent High School
 - NAF Advisory Board’s meeting at James Madison Academic Campus

- High-school Fair at Webster Secondary School
- Washington High School’s Hall of Fame induction
- Washington High School vs. Bradley Tech football game
- Washington High School’s weight room’s ribbon cutting
- Grits with Grandparents at Metcalfe School.

Student, Family, And Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee’s children and families with local leaders, including:
 - Brenda Campbell, President and CEO of Secure Futures
 - Tim Sheehy, President of the Metropolitan Milwaukee Association of Commerce
 - Danae Davis, Executive Director of Milwaukee Succeeds
 - Eve Hall, President and CEO of the Milwaukee Urban League
 - Tom Barrett, Mayor of the City of Milwaukee
 - Myra Edwards, staff advisor to the Mayor
 - Ashanti Hamilton, President of the Milwaukee Common Council
 - Khalif Rainey of the Milwaukee Common Council
 - Dr. Laci Coppins-Robbins, Executive Director of MTEC
 - Common Ground.
- Attended the Milwaukee Public Library’s building-and -development meeting
- Attended the groundbreaking ceremony for the Good Hope Library
- Attended the meeting of the Milwaukee Public Library’s Board
- Attended the Rally for Safe Streets event
- Attended the Hero’s Haul fire truck pull

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
 - Keith Posley, Ed.D., Interim Superintendent

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RESOLUTIONS

Resolution 1819R-008

By Directors Miller and Báez

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors has adopted, among its core beliefs, that, “Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students”; and

WHEREAS, The Milwaukee Board of School Directors has committed, in pursuit of its Equity Goals, to cultivate a district-wide culture of data-and-research-based decision making; and

WHEREAS, The District budgets and spends over \$200 million annually on purchased services from outside service providers in the School Operations Fund; and

WHEREAS, The District’s Five-Year Forecast, as presented by the Administration and the Office of Accountability and Efficiency in January of 2018, projected declining enrollment and deficits in the School Operations Fund; and

WHEREAS, These projected deficits present steep challenges to the District in terms of meeting the needs of students academically, socially, and emotionally; and

WHEREAS, The Institute for Public Procurement’s global best practices state that “Procurement organizations should seek to improve performance and lower costs through the use of performance-base contracts”; and

WHEREAS, The Institute for Public Procurement defines performance-based contracting as “a results-oriented contracting method that focuses on the outputs, quality, or outcomes that may tie at least a portion of a contractor’s payment, contract extensions, or contract renewals to the achievement of specific, measurable performance standards and requirements”; now, therefore, be it
RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and present a comprehensive plan to adopt the best practice of performance-based contracting; and be it
FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to develop the policies and procedures that govern the practice of performance-based contracting; and be it
FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the March 2019 Board cycle.

Referred to the Committee on Accountability, Finance and Personnel.

PREVIOUSLY DEFERRED ITEM

The Board returned to Item Two of the Reports and Communications from the Board Clerk/Director, Office of Board Governance — Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Interim Superintendent of Schools — which had been deferred to the end of the agenda.

Director Miller moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c). The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

The Board retired to executive session at 7:54 PM.

The Board adjourned from executive session at 9:07 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk