

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 9, 2018**

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

Present — Directors Báez (7:32 PM), Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

October 4, 2018

To the Members of the Board of School Directors:

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

Special Board Meeting
6:30 P.M., Tuesday, October 9, 2018

(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled to begin at 5:30 p.m.)

1. 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

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Miller moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c). The motion 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 7:36 PM.

The Board reconvened in open session at 8:54 PM.

Director Miller moved to appoint Dr. Keith Posley as the MPS Superintendent of Schools and to authorize the President of the Board, in consultation with the City Attorney's office, to negotiate a contract and that the contract be presented to the Board for final approval and execution.

Director Phillips made a substitute motion that the Board host a public forum in November to provide community members with the opportunity to have input on the metrics used to evaluate the MPS superintendent.

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

Ayes — Director Phillips — 1.

Noes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.

The question being on the original motion to appoint Dr. Keith Posley as the MPS Superintendent of Schools and to authorize the President of the Board, in consultation with the City Attorney's office, to negotiate a contract and that the contract be presented to the Board for final approval and execution, 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 adjourned at 9:13 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 18, 2018**

Special meeting of the Board of School Directors called to order by President Sain at 5:35 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips (5:39 PM), Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

October 16, 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
5:30 P.M., Thursday, October 18, 2018

1. Consideration of and Possible Action on the Terms of an Employment Agreement with the Superintendent of Schools

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

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

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

The Board reconvened in open session at 6:02 PM.

Director Miller moved to approve and execute the employment agreement with the Superintendent of School for the terms and conditions as outlined in the employment agreement. 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 adjourned at 6:07 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN OCTOBER 25, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:39 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Absent and Excused — Director Voss —1.

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

- Damian Angel, a 9th-grade student at Bay View High School who passed away on September 27, 2018;
- Zitaly N. Lopez, a 5th-grade student at Longfellow who passed away on October 22, 2018;
- Lea Picciolo, a former teacher at Milwaukee Tech who passed away on October 16, 2018; and
- Nancy Graber , a former MPS teacher who passed away on October 19, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Joyce A. Hall

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

Joyce A. Hall

Joyce A. Hall moved to Milwaukee, Wisconsin, from Albion, Michigan, in 1955 after her marriage to Harry J. Hall. Before moving to Milwaukee, Mrs. Hall attended Eastern Michigan University, from which she graduated with a degree in education. She began her teaching career in the Flint, Michigan, public schools for one year.

Hall continued her teaching career in the Milwaukee Public Schools for thirty-six and a half years, until her retirement in 1994; however, soon after retirement, she continued as a volunteer reading tutor in MPS at Henry L. Palmer Elementary School, now George Washington Carver Academy. Since 1994, Joyce Hall has continued to tutor students twice a week.

Principals reserve a room for her every year, and students and teachers are always anxious for her return at the start of every school year. When she is out in the community, it is not unusual for former students to greet her with hugs and expressions of their deep appreciation for her help when they were students. In addition, teachers and principals always extend their appreciation for her mentoring, guidance, listening ear, and simple kindness.

Joyce Hall is one of the most dedicated and humble educators who truly answered the calling of her life as a “teacher.” She has never sought recognition for her work all these years, but simply, quietly, and consistently retains her two-day commitment in Milwaukee Public Schools. Though opportunities for promotions at central office were presented, she always felt her role was in the classroom.

In addition to tutoring, Hall is one of the coordinators of the community meal program at St. Benedict the Moor. She is also an active member of Delta Sigma Theta Sorority, Inc.

Joyce A. Hall has one daughter, Dr. Eve M. Hall, who presently serves as the President & CEO of the Milwaukee Urban League and, at one point, worked for Milwaukee Public Schools as the School To Work Administrator located in the Superintendent’s office.

The Milwaukee Board of School Directors recognizes and honors Joyce A. Hall 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

(Item 1) Action on the Minutes of the September 2018 Special and Regular Meetings of the Milwaukee Board of School Directors and on Corrections to the Minutes of the May 2017 Regular Meeting of the Board

Background

Provided for the Board's review and action are the minutes of the Board's special and regular meetings of September 2018.

Additionally, during the month of May 2017, several reports and informational overviews were presented to the Committee on Strategic Planning and Budget. One of the presentations was a Report with Possible Action on Strengthening Central Services in the Service of Improving Teaching and Learning. That presentation included a description of the Black and Latino Male Achievement Office, which was newly established as part of the 2017-18 budget. Reference to this presentation was inadvertently omitted from the minutes for May 2017. A correction has been made to the minutes to include reference to that presentation. Other technical revisions to the report of the Committee on Strategic Planning and Budget have also been made.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the minutes of the Board's special and regular monthly meetings of September 2018 and will make and publish the corrected version of the May 2017 minutes.

Recommendation

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

By unanimous consent, the minutes of the Board's special and regular meeting of September 2018, as well as the correction to the minutes of May 2017, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

Milwaukee Recreation Breaks Ground for Upcoming Playfield Renovations

Milwaukee Recreation continued its citywide playfield-renovation project by breaking ground at the Columbia Playfield in front of dozens of community members, MPS representatives, recreation staffers, and local children ,who will reap the benefits of the revamped park. While Milwaukee Recreation held the groundbreaking at Columbia Playfield, the event marked the kickoff for construction at two other playfields — Custer and Southgate — as well. All three playfields will be ready for play by next summer. a fourth park, Burnham Playfield, will be ready by the summer of 2020.

In 2014, Milwaukee Recreation retained a consultant to conduct a review of the existing facilities and to develop a 10-year roadmap for improvements to the playfields. The result was the Milwaukee Outdoor Recreation Facilities Master Plan. The plan rated 65 percent of the facilities as fair to poor and identified more than \$25 million in needed improvements over a 10-year span. Besides merely assessing the condition of each site, however, Milwaukee Recreation also analyzed the neighborhood and population characteristics surrounding each playfield and developed a priority list of projects that emphasizes racial and economic equity.

While each project will be designed to meet the needs and interests of the surrounding community, most of the work will include asphalt removal, installation of shade trees, walking areas, improved playground equipment, and basketball courts. Additional lighting, benches, shade structures, and trash receptacles will also be added to the sites, and several locations will include eco-friendly splash pads.

School Visits

Some of my school visits included Webster Secondary School, Browning School, Rufus King International High School, South Division, and Milwaukee College Prep. I attended the Youth Voter Registration Rally at Obama School of Career and Technical Education. County Supervisor Sequanna Taylor and State Representative Elect Kalan Haywood II also visited to encourage youth to register to vote.

Events, Programs, and Announcements

MPS Kicks off FAFSA Campaign

Financial aid, including free money, is available for college, and Milwaukee Public Schools is committed to helping students discover funds that are available to them. The first step in accessing financial aid is the Free Application for Federal Student Aid (FAFSA). On October 1, to mark the opening of FAFSA applications for the 2019-20 school year, MPS hosted a kickoff event at MacDowell Montessori School to spread the word about FAFSA, to encourage students to apply, and to offer help with applications.

At the kickoff, members of the community learned about this important resource that can help more students go to college and minimize their student-loan debt. The FAFSA Kickoff is part of a series of efforts by Milwaukee Public Schools to increase the number of students who complete the FAFSA and thereby qualify for financial aid.

Filling out the FAFSA gives every applicant a summary of the federal aid that they qualify for. The FAFSA is also required for some scholarship applications. Many MPS students discover money that is available to them — but the only way to find out is to fill out the application.

MPS offers extensive help to students to fill out the FAFSA, college applications, scholarship applications, and more. All 20 MPS traditional high schools have on-site College & Career Centers staffed by advisors who can assist with applications and answer questions. MPS students can visit any College & Career Center to get the help they need.

Youth Apprenticeship Day in Wisconsin

Opening doors to in-demand careers was the focus of an event at Harley-Davidson University. Harley-Davidson's executives, representatives from Milwaukee Public Schools (MPS) and Milwaukee Area Technical College (MATC), and leadership from the Wisconsin Department of Workforce Development (DWD) were joined by Governor Scott Walker to mark September 28, 2018, as Youth Apprenticeship Day in Wisconsin.

MPS students who work at Harley-Davidson as youth apprentices earn college credits through MATC. Since the 2010-11 school year, there has been a 166 percent increase in student participation and a 171 percent increase in business participation in youth apprenticeships. Since 2012, funding has more than doubled, from \$1.6 million to \$3.9 million.

MPS engages in dedicated college-and-career efforts to help students find their paths from high school to technical school, college, military service, or careers. District schools offer career-and-technical-education programs in agriculture, construction, culinary arts, finance, healthcare, hospitality and tourism, welding, and more. To learn more about the diverse options available in MPS, visit mpsmke.com/ya.

Mentor Lunches Inspire Black and Latino Youth

The Black & Latino Male Achievement (BLMA) department in Milwaukee Public Schools kicked off its monthly mentoring program at the Fiserv Forum. Nearly 200 young men from five MPS high schools were in attendance, along with dozens of volunteer mentors from around the community.

Black and Latino male students in MPS will have opportunities to enjoy lunch with Black and Latino male mentors throughout the school year to allow them to converse about topics and areas to help them succeed academically, socially and emotionally. Begun in Fall 2017, the First-Thursdays Mentor Luncheon program started with two sites and 60 students; this year, it will grow to five sites and nearly 200 students.

Conversations with young men have been rich and diverse, including topics such as:

- perspectives on authority and power, and appropriate and inappropriate use of both,
- discussions on the importance of self-esteem and self-care for manhood, and
- employment and careers, and understanding how public-school education is a starting point to an ongoing road to success.

Art Exhibition Features Milwaukee Students

October 3 marked the opening of a new exhibit at Kenilworth Gallery Square East featuring works by Milwaukee and New York youth. Entitled “See Me Because,” the exhibition is a collaboration by the Milwaukee Public Schools’ Department of Black and Latino Male Achievement, Art Start, and Milwaukee Turnaround Arts. The collection was on display at the Kenilworth Gallery through October 14, 2018. From December 6 to 9, the exhibit will appear at the Milwaukee Art Museum.

Since February 2018, MPS students have participated in workshops, in-depth dialogue, interviews, and photoshoots, allowing them to explore their own personal identities and envision their lives beyond circumstance and stereotype. With support from world-class photographers, stylists, and oral historians, those visions come to life through this multimedia gallery exhibition and public campaign, #SeeMeBecause. The project offers a platform for self-determination, representation, and liberation.

The Art Start Portrait Project challenges the belief that the future will simply be a continuation of the past, or that stereotypes, statistics, and circumstance determine our youths’ existence. The project’s organizers expressed the belief that each individual has an autonomous and creative spirit that is inherently healing and liberating. With the freedom to design and re-imagine one’s self, the courage to believe, and access to the resources to create, youth can profoundly transform how they identify and how they interact with their own lives, futures, and each other.

Bucks’ Mascot Encourages Students to Read More

Students at River Trail School had a visit from Milwaukee Bucks’ mascot Bango with an important message about reading more and improving reading skills. Bango showed off basketball moves and tricks and competed with students in a three-point shootout, then awarded prizes to the winners. The visit was part of River Trail’s 2018-19 reading initiative, “Shoot for Success in Reading.”

After a game of “Bango Says” with students (the mascot’s own version of “Simon Says”), school staff revealed exciting prizes for students for reading books and for improving reading scores on assessments. Students were excited for the chance to play with Bango and are pumped up to read more this school year.

Many thanks to the Milwaukee Bucks, Bango, Milwaukee Bucks staff, and the staff of River Trail School for working to help students achieve. Improving reading is part of the district’s focus on reading, writing, and math, and aligns with the Five Priorities for Success.

MPS Foundation Honors Outstanding Alumni

More than 300 people gathered to recognize outstanding alumni from Milwaukee Public Schools. Nine men and women, plus a corporate partner, were honored for their exemplary careers, community work, and support of Milwaukee Public Schools.

2018 Honorees

Young Alumni Award

Kevin Newell, President and CEO of Royal Capital Group — Custer High School Alumnus

Emerging Leader Award

Tonya Mantilla, Vice President of University Advancement at Cardinal Stritch University — Rufus King High School Alumna

Service Award

John Kersey, Executive Vice President of Zilber LTD — John Marshall High School Alumnus

Corporate Partner Award

Herb Kohl Philanthropies

“Start, Stay, Succeed” Champion Award

Dr. Jennifer Smith, MPS Regional Superintendent — Rufus King High School Alumna

Outstanding Alumnus

Jeff Bowman, President and CEO of Bay Bank — Milwaukee Tech High School Alumnus

Legacy Award

Ann Terrell, Retired Milwaukee Public Schools Executive (MPS Foundation’s Executive Director and Early Childhood Education) — Riverside University High School Alumna

Honorary Alumni Award

Joan Robertson, Philanthropist

Lifetime Achievement Award

Al Jarreau — Lincoln High School Alumnus

Vel Phillips — North Division High School Alumna

Guests enjoyed a delicious dinner at the Italian Community Center and were treated to entertainment by R&B/jazz duo B-Free & Quinten Farr, as well as the Rufus King High School Drumline. Following dessert, a set from DJ Tarik Moody of 88Nine Radio Milwaukee helped keep the celebration going.

The evening, which included a live auction, raised approximately \$120,000 for students in Milwaukee Public Schools.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board’s regular monthly meetings. As part of this month’s report, I would like to recognize members of the 2018-19 Superintendent’s Student Advisory (SSAC). This month, they held their first meeting of the school year and will be attending and participating in future meetings of the Board and its committees.

Name	School	Grade	Name	School	Grade
Estepheny Garcia	Audubon HS	10	Jamiyah Washington	Golda Meir	12
Cristal Montes	Audubon HS	11	Olivia Drezdon	Hamilton	11
Anya Ramos	Audubon HS	10	Brenda Gonzalez	Hamilton	11
Zachary Shayhorn	Audubon HS	10	Norma Hernandez	Hamilton	11
Korianna Thomas	Audubon HS	11	Shaydae Hightower	Hamilton	10
Darrion Whitfield	Audubon HS	10	Katie Holloway	Hamilton	11
Brennen Halsey	Bay View	11	Brandon Miller	Hamilton	10
Layla Washington	Bay View	10	Jacquelin Perez-Salazar	Hamilton	11
Nailea De La Torre	Carmen	10	Derrick Taylor	Hamilton	10
Isabel Bastando	Golda Meir	10	Kayla Patterson	King	11
Lisa Estes	Golda Meir	10	Jada Young	King	11
Aniyah Lobley	Golda Meir	10	Kelly Weems	Madison	11
Quincy Noakes	Golda Meir	12	Dejanique Williams	Madison	11
Janae Ramos	Golda Meir	10	Semaj Griffin	Marshall	11
Jeremiah Walker	Golda Meir	12	Paw Boe	Milwaukee HS Arts	11

Name	School	Grade	Name	School	Grade
Jcyon Coleman-McGee	Milwaukee HS Arts	11	Samia Ahmed	Reagan	11
Abdirahman Mgoya	Milwaukee HS Arts	12	Abigail Clark	Reagan	12
Agisha Ntabala	Milwaukee HS Arts	10	Heyam Omar	Reagan	11
D'Nia Smith	Milwaukee HS Arts	12	Stanley Polacheck	Reagan	12
Danielle Sawyer	North Division	12	Sehiry Sandoval	Reagan	10
Ahmad Blake	Obama	12	Samia Sheikh	Reagan	11
Valencia Boatman	Obama	12	Arianna Massey	Riverside	11
Amira Cooper	Obama	10	Genesis Figueroa	South	12
Temonie Kirk	Obama	11	Sinyetta Hill	South	12
Na'Pieria Murphy	Obama	11	Tamera Webb	South	12
Marvell Reed	Obama	11	Omari Wilondja	South	10
Rukayat Rufai	Obama	9	Lawrence Justus	Vincent	9
Mattison Taddei	Obama	11	Juwan Lindsey	Vincent	12
Jarvis Walker	Obama	10	Tyanna Sutton	Vincent	12
Chance Williams	Obama	12	Daylan Winters	Vincent	12
Kendriana Hoggan	Pulaski	11	Mya Goines	Washington	11
Naoshi Johnson	Pulaski	11	Randi Rodgers	Washington	12

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(Item 2) Action on Proposed Amendments to the Adopted 2018-19 (FY19) Budget for School Operations, Construction, and Extension Funds

Background

The Wisconsin Department of Public Instruction (DPI) certified school district’s aid amounts and updated the district’s revenue-limit worksheet on October 15, 2018. Since the institution of revenue limits, it has been routine to amend the district’s annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2018-19 budget as adopted by the Milwaukee Board of School Directors (Board) on May 31, 2018.

2018-19 (FY19) Fall Budget and Staffing Changes Summary

The following summary is presented to assist the Milwaukee Board of School Directors (Board) during its consideration and final approval of the 2018-19 (FY19) School Operations, Construction, and Extension Funds’ budgets. The changes listed below are adjustments to the budget that was adopted in May and are based on current data and the priorities established in the district’s Strategic Plan.

Enrollment

From fall 2017 to fall 2018, MPS enrollment declined primarily due to decreases in MPS’s traditional and instrumentality charter-school enrollments. The number of students attending MPS schools decreased by 0.6%, to 75,081. Outgoing open-enrollment numbers decreased by 10.3%, and outgoing Chapter 220 numbers dropped by 19.1%. The reduction in Chapter 220 enrollment was expected due to the closure of the program to new students in FY16.

Enrollment in the Milwaukee Parental Choice Program (MPCP) is expected to increase from 28,396 in the 2017-18 (FY18) school year to approximately 28,917 in FY19. In FY19, 129 private schools indicated their intent to participate in MPCP, according to the Wisconsin Department of Public Instruction (DPI). According to U.S. Census Bureau data, the number of children ages 5 to 19 in the City of Milwaukee has decreased by about 3,000 from 2010 to 2016.

Chart 1 shows a summary of the third-Friday enrollment changes by category from FY18 to FY19. Enrollment is listed as a headcount and not as full-time-equivalent (FTE), which is used for calculating enrollment revenue.

Chart 1: Student Enrollment by Category

Enrollment Category	Third-Friday Enrollment		Difference — FY18 to FY19	
	FY18	FY19	Count	Percentage
MPS Traditional & Instrumentality Charter Schools	66,683	66,038	(645)	(1.0%)
Alternative/Partnerships/Other Sites	1,190	998	(192)	(1.6%)
Non-instrumentality Charter Schools	7,648	8,045	397	5.2%
Subtotal	75,521	75,081	(440)	(0.6%)
Chapter 220 in Suburbs	843	682	(161)	(19.1%)
Open Enrollment in Suburbs	5,601	5,024	(577)	(10.3%)
Total	81,965	80,787	(1,178)	(1.4%)

Revenue Changes

Chart 2 shows a summary of changes in the School Operations Fund by source and type from the budget adopted in May by the Milwaukee Board of School Directors. The property-tax levy and the equalization and integration aids are not individually listed in the 2018-19 Proposed Budget (P.B.), as the district estimates the total amount in the spring, but receives actual numbers from DPI in fall.

Chart 2: School Operations Fund — Revenues by Source Changes

Description	2018-19 P.B. (Spring)	2018-19 F.A. (Fall)	Increase or (Decrease)
Property Tax Levy, Equalization and Integration Aids			
Property Tax Levy	798,164,609	228,878,899	7,330,211
General Equalization Aid		579,473,037	
Integration Aid		35,459,761	
Poverty Aid		6,301,586	
Computer Aid		7,404,686	
Deduction for Choice/Charter		(52,023,149)	
Subtotal	\$798,164,609	\$805,494,820	\$7,330,211
State Handicapped Aids			
Handicapped Aids	47,500,000	46,500,000	(1,000,000)
Subtotal	\$47,500,000	\$46,500,000	(\$1,000,000)
Other State Aids			
Summer School	1,400,000	1,400,000	
Transportation Aid	2,664,700	2,664,700	
Library Aid	4,100,000	4,100,000	
Bilingual Aid	1,700,000	1,700,000	
Tuition from State	500,000	500,000	
General State Aid	50,590,824	50,607,828	17,004
Other State Per-Pupil	50,000	50,000	
Subtotal	\$61,005,524	\$61,022,528	\$17,004
Federal Aids			
Federal Reimbursement — QSCB	3,742,083	3,750,095	8,012
Indirect Cost Aids	6,031,000	6,031,000	
Medicaid Reimbursements	5,500,000	5,500,000	
Subtotal	\$15,273,083	\$15,281,095	\$8,012
Local Revenues			
TIF and other City-related	531,000	531,000	
Student Programs Reimbursement	260,000	260,000	
Tuition	12,018,231	12,018,231	
Interest Earned	200,000	200,000	
Rental	1,131,111	1,131,111	
Refunds/Ins. proceeds	265,000	468,077	203,077
Miscellaneous	262,566	262,566	
Subtotal	\$14,667,908	\$14,870,985	\$203,077
Carryover	—	—	
Total	\$936,611,124	\$943,169,428	\$6,558,304

Revenue Limit

The FY19 revenue limit is based on prior-year revenues and expenditures and three-year enrollment trends, including the current third-Friday enrollment. The revised revenue limit governing the School Operations and Construction funds is \$807.0 million, a decrease of \$12.2 million from the FY18 October revenue limit.

The State’s budget for the 2017 to 2019 biennium has, as in the prior two-year budget, not included an increase in the base per-pupil amount of the revenue limit. For MPS, the base per-pupil amount remains at \$10,122. Since MPS enrollment has declined over recent years, we continue to experience a declining revenue limit. This is partially offset by new revenue-limit authority for special education vouchers and debt related to energy-efficiency projects. These increases are designated for specific new costs which the district is obligated to pay.

The School Operations’ portion of the revised revenue limit is \$7.3 million more than the amount adopted in May. The district’s greater-than-expected current-year decline in enrollment has the one-year impact of increasing the revenue limit due to an exemption built into the revenue-limit formula to mitigate the short-term impact of the enrollment decline. Chart 3 shows a summary of the revised revenue limit.

Chart 3: School Operations Revised Revenue Limit

Revenue Limit		
FY19 Adopted Budget	May 2018	\$798,164,609
FY19 Fall Adjustment	October 2018	\$7,330,211
FY19 Amended Adopted Budget	October 2018	\$805,494,820

State Aids

State equalization and integration aids of \$561.5 million for FY19, net of non-MPS charter and Milwaukee Parental Choice Program (MPCP) deductions, were certified in October 2018. This is an increase of \$7.3 million, or 1.3%, from the \$554.2 million certified for FY18. Chart 4 shows a summary of the state equalization and integration aid changes from the FY18 October certified amount.

Chart 4: Equalization and Integration Aids

Certified		Difference — FY18 to FY19	
FY18 October	Final FY19	Amount	Percentage
\$554,223,214	\$562,909,649	\$8,686,435	1.6%

Property Tax Levy

Based on the budget adopted by the Milwaukee Board of School Directors in May 2018 and on the changes listed in this Board item, the MPS all-fund tax levy for FY19 decreases \$21.7 million, or 8.0%, from the amount levied for FY18.

The \$36.3 million of MPCP costs represents about 14.5% of the revised all-fund tax levy for FY19. The Board is compelled to levy 19.2 % of MPCP costs, down from 22.4% in FY18. Per legislative action, the portion of MPCP costs borne by the district is scheduled to decline for seven more years until the Choice program is fully funded by the State in FY25. The net cost for FY19 of \$36.3 million includes offsets of \$14.6 million paid to the City of Milwaukee by the State and \$6.3 million in high-poverty aid that the district is required to use to offset the MPCP levy.

The Extension Fund levy will continue to provide funds for MPS C.A.R.E.S. and will establish a sustainable revenue source for future recreational programming. Chart 5 shows a summary of the tax levy changes by fund when comparing 2017-18 with 2018-19.

Chart 5: All-Fund Tax Levy

Fund Category	FY18 October	FY19\ October	FY19 to FY18 Difference	FY18 to FY17 % Difference
Operations	\$247,609,808	\$228,878,899	(\$18,730,909)	-7.6%
Construction	\$4,504,580	\$1,511,274	(\$2,993,306)	-66.5%
Extension	\$20,000,000	\$20,000,000	\$0	0.0%
Total Statutory Funds	\$272,114,388	\$250,390,173	(\$21,724,215)	-8.0%

Revenue and Expenditure Changes

Charts below show all changes to revenue and expenditure budgets by project. The district maintains a balanced budget as required by state law.

The Administration is confident that the proposed amended FY19 budget is responsible and responsive to the district's Strategic Plan and supports the Board's three goals of academic achievement; Student, Family, and Community Engagement; and effective and efficient operations.

School Operations Fund

The statutory, or "taxing," portion of the School Operations Fund provides resources for the majority of district operations, including debt. Chart 6 shows a summary of the expenditure changes to the School Operations Fund by project.

Chart 6: School Operations Fund Expenditure Changes

Account		Amount
Schools and School Accounts		
S1	MPS Traditional and Instrumentality Charter Schools <i>Enrollment adjustments.</i>	(\$750,260)
S2	MPS Non-Instrumentality Charter Schools <i>Enrollment adjustments.</i>	\$315,447
S3	Central School Office <i>Increase for changes to allocations based on actual enrollment.</i>	\$53,241
S4	School Leaves — Substitute Costs <i>Increase based on prior years' history.</i>	\$1,000,000
S5	Supplemental School Support <i>Increase for anticipated school needs throughout the year.</i>	\$1,057,297
S6	School Counselors <i>Increase for optional services purchased by schools; increase from office account to reflect support to schools</i>	\$223,506
S7	Instrumental Music <i>Increase for additional traveling music services purchased by schools</i>	\$74,385
S8	School Special Funds <i>Open-enrollment costs are decreased based on enrollment adjustments.</i>	(\$1,534,840)
S9	School Specialized Services <i>Enrollment adjustments.</i>	\$87,622
S10	School Office Support <i>Increase bookkeeping support to schools</i>	\$250,000
S11	World Languages <i>Increase for 53206 initiative — American Sign Language teacher at Morse Middle</i>	\$92,557
S12	Building Operations-Sites <i>Building services staff savings from temporary closing of Douglas site</i>	(\$92,557)
School Accounts Subtotal		\$776,398
Office Accounts		
S13	Office of School Administration <i>Increase to reflect funding change from Title I for a Transportation Planning Assistant position.</i>	\$57,673
S14	Office of Academics <i>Move costs to school account to reflect support to schools</i>	\$22,901
S15	Office of Finance <i>Increase accounting support</i>	\$94,104
Office Accounts Subtotal		\$174,678

Account		Amount
Other Accounts		
S16	Benefits Clearing Account <i>Adjust EEBN line to balance to fall projection</i>	\$3,694,753
S17	Optional Services <i>Decrease due to changes in optional service choices of schools.</i>	(\$129,919)
S18	Special and Contingent Funds <i>Reduced vacancy contra-account.</i>	\$2,042,394
Other Accounts Subtotal		\$5,607,228
School Operations Fund Expenditure Changes Total		\$6,558,304

Construction Fund

The Construction Fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditures for the acquisition or construction of capital facilities. It is also used to fund the additions to and/or remodeling of existing buildings. Chart 7 shows a summary of the revenue changes to the Construction Fund, and Chart 8 shows a summary of the expenditure changes.

Chart 7: Construction Fund Revenue Changes

Construction Fund Account		Amount
C1	Tax Levy Shift from Operations Fund <i>Adding to Regional Development Plan to fund building modifications at Montessori program schools</i>	\$250,000
Construction Fund Revenue Changes Total		\$250,000

Chart 8: Construction Fund Expenditure Changes

Construction Fund Account		Amount
C2	Regional Development Plan <i>Adding to Regional Development Plan to fund building modifications at Montessori program schools</i>	\$250,000
Construction Fund Expenditure Changes Total		\$250,000

Extension Fund

The Extension Fund is used to record financial transactions related to recreational activities and is jointly managed by the Office of Operations, Office of Finance and Office of Academics. There are no changes to the Extension Fund at this time.

School Nutrition Services Fund

The School Nutrition Services Fund is an enterprise fund which accounts for the breakfast, lunch, and other meal programs operated by the district for students. The fund is managed by the Department of Nutrition Services within the Office of Finance.

Chart 9 shows a summary of the revenue changes to the School Nutrition Services Fund, and Chart 10 shows a summary of the expenditure changes.

Chart 9: School Nutrition Services Fund Revenue Changes

Nutrition Fund Account		Amount
NI	School Nutrition Revenues <i>Reduction of revenue to reflect revised meal count projections</i>	(\$900,000)
Nutrition Fund Revenue Changes Total		(\$900,000)

Chart 10: School Nutrition Services Fund Expenditure Changes

School Nutrition Services Fund Account		Amount
N2	School Nutrition Office <i>Vacancy savings for several vacant office positions; move three dietician technician positions to school lunch budget to reflect actual work assignments</i>	(\$431,473)
N3	School Dinner <i>Reduce other wages to more accurately reflect planned spending</i>	(\$64,827)

School Nutrition Services Fund Account		Amount
N4	School Lunch <i>Reduce capital expenditures to reflect planned spending; increase hours for Food Service Assistants to be benefit-eligible positions; increase vacancy adjustment</i>	(\$221,286)
N5	School Breakfast <i>Reduce capital expenditures; reduce other wages to more accurately reflect planned spending</i>	(\$182,414)
School Nutrition Services Fund Changes Total		(\$900,000)

Position Authority

Office and department changes in the budget require Board approval for position authority. The following charts identify those position changes by fund. Chart 11 shows the position changes in the School Operations and Categorical Funds, Chart 12 shows the position changes in the Extension Fund, and Chart 13 shows the position changes in the School Nutrition Services Fund. There are no positions in the Construction Fund.

Chart 11: Position Changes

Office	FTE Positions	School Operations (Includes Salary & Benefits)	Categorical Funds
Office of Academics			
Secretary I	(1.00)	(\$59,184)	
Secretary II	1.00	\$66,874	
Coordinator II — School Guidance	(.32)	(\$43,802)	
Coordinator II — School Guidance	.32		\$43,802
Director, Bilingual Multicultural Education	1.00	\$190,872	
Office of Human Resources			
Senior Program Analyst I — Student Information System	(1.00)	(\$115,507)	
Supervisor I — Student Information System	1.00	\$129,741	
Office of Communications & Student Performance			
Planning Assistant III	1.00	\$49,216	
Office of Finance			
Accountant II	1.00	\$94,104	
Office of School Administration			
Transportation Planning Assistant	(1.00)		(\$76,900)
Transportation Planning Assistant	1.00	\$57,673	
Enrollment Services Supervisor II	(1.00)	(\$155,993)	
Student Services Supervisor 1-12 Mo	1.00	\$155,993	
Painter	(1.00)	(\$96,196)	
Plasterer	1.00	\$96,196	
Engineer II (School Account)	1.00	\$51,262	
Boiler Attendant Trainee (School Account)	(1.00)	(\$51,262)	
School Operations and Categorical Fund Totals	3.00	\$369,987	(\$33,098}

Chart 12: Extension Fund Position Changes

Office	FTE Positions	Amount (Includes Salary & Benefits)
Office of Finance		
Rec District Coordinator II — Sites	1.00	\$121,879
Extension Fund Total	1.00	\$121,879

Chart 13: School Nutrition Services Fund Position Changes

Office	FTE Positions	Amount (Includes Salary & Benefits)
Office of Finance		
Accountant III	(1.00)	(\$117,411)
Accountant II	2.00	\$234,821

Office	FTE Positions	Amount (Includes Salary & Benefits)
Food Service Assistants	27.00	\$857,500
Nutrition Technician	3.00	\$188,566
School Nutrition Services Fund Total	31.00	\$1,163,476

Recapitulation of Net Expenditure Change Amounts

Chart 14 shows the Statutory and Categorical Funds summary of the changes by fund category from the FY19 proposed budget in May to the FY19 amended adopted budget in October.

Chart 14: Net Expenditure Changes

Fund Category	FY19 (May)	Change FY19 (October)	FY19 Amended Adopted Budget Totals
Operations	\$991,537,218	\$5,658,304	\$997,195,522
Construction	\$2,387,203	\$250,000	\$2,637,203
Extension	\$27,483,590	\$0	\$27,483,590
Total Statutory Funds	\$1,021,408,011	\$5,908,304	\$1,027,316,315
Categorical	\$157,277,668	\$2,586,635	\$159,864,303
Total All Funds	\$1,178,685,679	\$8,494,939	\$1,187,180,618

Excluding categorical grants, the three statutory funds will total \$1,027,316,315. This compares to the FY19 Proposed Budget total of \$1,021,408,011, an increase of \$5,908,304 for the three statutory funds; the \$5.9 million represents a 0.6% increase over the budgeted total as adopted in May.

The district's current projection for categorical aid (less indirect costs) is \$159.8 million. Categorical funding has increased by \$8.0 million, in part related to receiving the first round of the Wisconsin Department of Justice's School Safety Grant. Based on higher-than-anticipated revenue, Administration is able to increase the per-pupil allocation for schoolwide Title I by \$20 per Title I-eligible student.

Summary

Chart 15 shows the Statutory Funds and Categorical Fund summary of the changes between the FY18 and FY19 amended adopted budgets.

Chart 15: All-Fund Totals Summary

Fund Category	FY18 (October)	FY19 (October)	FY18 to FY19 Difference	
			Amount	Percentage
Operations	\$990,162,016	\$997,195,522	\$7,033,506	0.7%
Construction	\$5,491,783	\$2,637,203	(\$2,854,580)	-52.0%
Extension	\$24,810,155	\$27,483,590	\$2,673,435	10.8%
Total Statutory Funds	\$1,020,463,954	\$1,027,316,315	\$6,852,361	0.67%
Categorical	\$163,772,806	\$159,864,303	(\$3,908,503)	-2.39%
Total All Funds	\$1,184,236,760	\$1,187,180,618	\$2,943,858	0.25%

Approval of these proposed changes will result in a total budget, including estimated categorical grants, of \$1,187,180,618, based upon current law and revenue-limit calculations.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of the proposed changes as outlined above will result in a total budget, including estimated categorical grants, of \$1,187,180,618, based upon current law and revenue-limit calculations.

In accordance with Board Rule 1.14(3), “A recorded affirmative vote of two-thirds of the Board membership shall be necessary to... request tax funds or the sale of bonds for the purpose of school construction.”

Administration’s Recommendation

The Administration recommends that the Board adopt the budget changes as proposed and that the final annual budgetary resolutions be adopted as indicated below.

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$991,407,124~~ \$997,195,522 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~{AMOUNT TO BE DETERMINED}~~ \$36,284,014 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~{AMOUNT TO BE DETERMINED}~~ \$192,594,885 will be required for the operations of the Milwaukee Public Schools and that a total of ~~{AMOUNT TO BE DETERMINED}~~ \$228,878,899 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of ~~\$2,387,203~~ \$2,637,203 will be required for the 2019 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, ~~\$1,261,274~~ \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$27,483,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2019 Fiscal Year, and that \$20,000,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Miller moved adoption of the proposed amendments to the adopted 2018-19 (FY19) budget for the School Operations, Construction, and Extension Funds. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

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 October 15, 2018, the Department of Public Instruction released final state-aid information along with the aid-deduction information relative to the state's various voucher programs.

Although the state's system for funding vouchers can be confusing, in essence, the deductions in aid are tied to a corresponding tax increase that is printed as part of the tax levy's total attributed to the public school district.

The documents submitted under separate cover provide district-by-district aid-reduction information for the Wisconsin Parental Choice Program and the Special Needs Scholarship Program. \$4.4 million in aid is deducted from Milwaukee Public Schools and transferred to the Special Needs Scholarship Program. Deductions in the 2019-20 school year will reflect the change in law that provides at least a 90% reimbursement rate for students with disabilities in private schools.

The reimbursement rate for students with disabilities in public schools has fallen to 24.5% — down from a previous low of 26%.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 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.

* * * * *

(Item 2) Consideration of, and Possible Action on, Employment, Compensation, and Performance-evaluation Data Relative to the Co-Managers of the Office of Accountability and Efficiency

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 co-managers of the Office of Accountability and Efficiency.

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 Rule 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 unanimous consent, this item was deferred until the end of the Board's agenda.

* * * * *

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

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

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

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

The Board retired to executive session at 7:46 PM.

The Board reconvened in open session at 8:15 PM and continued with its agenda.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

On November 30, 2017, the Board adopted Resolution 1718R-006 regarding a district-wide equity audit. The OAE presented the audit summary at the October 18, 2018, meeting of the Committee on Strategic Planning and Budget. The OAE will continue to work with the Administration in developing the systems to monitor and inform decisions on equity.

Additional Projects

The OAE is working with the Administration and the Office of Board Governance on the next steps regarding an inventory of district property of artistic, historic, or monetary value.

Additionally, the OAE continues to work on, and will be bringing forward, an update on a district-wide assessment of diversification of workforce.

Lastly, the OAE continues to work with the Administration on the principals' landing page, a data-dashboard supporting school leaders.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

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

The Board Clerk presented 30 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of September 27, 2018, and October 4, 5, 9, 10, 11, 12, 16, 17, and 18, 2018.

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Committee on Accountability, Finance, and Personnel

Item 1, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts

Exceeding Sixty Days, was set aside for separate consideration at the request of Director Phillips.

Committee on Strategic Planning and Budget:

Item 1, Action on a Request to Approve Changes to the Organizational Structure for the Office of Academics and the Office of Communications and School Performance, was set aside for separate consideration at the request of the Administration.

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
 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 Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position	Salary
(5)(r)	Emily Van Deraa	Employment Relations Specialist II Office of the Chief of Human Resources	Schedule 03, Range 09A \$79,830
(5)(nr)	Kevin Byrne	Recreation Supervisor Associate II Office of the Chief of Finance	Schedule 03, Range 04A \$71,185
(4)(r)	Veronica Martin	Accountant II Office of the Chief of Finance	Schedule 03, Range 04A \$65,887
(5)(r)	Douglas Berigan	Environmental Health Inspector Office of the Chief of School Administration	Schedule 03, Range 05A \$62,000
(5)(r)	Linsey Bishop	Dietitian Associate III Office of the Chief of Finance	Schedule 03, Range 05A \$61,304
(5)(nr)	Emily Holzwart	Dietitian Associate III Office of the Chief of Finance	Schedule 03, Range 05A \$59,929
(2)(r)	Aneesa Muhammad	Recruitment Coordinator I Office of the Chief of Human Resources	Schedule 03, Range 06A \$59,552
(2)(r)	Eulalia Wright	Accountant III Office of the Chief of Finance	Schedule 03, Range 05A \$59,317
(6)(r)	Stephanie Johnson	Administrative Assistant III Office of the Chief of School Administration	Schedule 03, Range 03A \$45,655
(2)(r)	Latoya Carrol	Assistant Analyst Office of Accountability and Efficiency	Schedule 03, Range 00A \$33,804

Recommended Reassignments

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

Codes	Name	Position	Salary
(4)(r)	Rosana Mateo	Deputy Superintendent Office of the Superintendent	Schedule 03, Range 19A \$154,820
(2)(nr)	Marla Bronaugh	Chief Communications & School Performance Officer Office of the Chief of Communications & School Performance	Schedule 03, Range 18A \$148,865
(2)(r)	Katrice Cotton	Chief School Administration Officer Office of School Administration	Schedule 03, Range 18A \$148,865
(5)(r)	Katherine Polace	Assistant Principal on Special Assignment – Webster Office of School Administration	Schedule 03, Range 11C \$79,547

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days pursuant to Administrative Policy 6.23(4)(b) and 6.37(5), to be effective upon the Board's approval.

Codes	Name	Position	Salary and Dates
(5)(r)	Randie Clark	School Psychologist Office of the Chief of Academics	\$50.00 8/06/18-12/21/18
(2)(r)	Miriam Smith	Customer Service Trainer Office of the Chief of Communications & School Performance	\$50.00 7/01/18-12/31/18
(5)(r)	Margaret Barrett	Grant Project Director Office of the Chief of Academics	\$40.00 9/11/18-3/10/19
(5)(nr)	Doreen Britton Lange	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(5)(r)	Virginia McFadden	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(5)(nr)	Nancy McLure	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(5)(nr)	Chris Millay	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(5)(r)	Debra Ortiz	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(5)(r)	Debra Ortiz	CTE Special Projects — Civil Rights Compliance Project Office of the Chief of Academics	\$40.00 8/01/18-1/31/19
(2)(r)	Bettye Washington	Principal Assessment Center Office of the Chief of School Administration	\$40.00 8/01/18-2/01/19
(2)(r)	Rozalia Harris	District Discipline Team Office of the Chief of School Administration	\$35.00 9/01/18-2/28/19
(2)(r)	Lajuan Barnes	Academic Services to Expelled Students Office of the Chief of Student Services	\$30.00 7/13/18-1/13/19
(5)(nr)	Walter Boyer	Temporary Vocal Music Support Office of the Chief of School Administration	\$30.00 8/14/18-10/15/18
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00 8/21/18-12/31/18
(5)(r)	Geoffrey Carter	Academic Services to Expelled Students Office of the Chief of Student Services	\$30.00 7/13/18-1/15/19
(5)(r)	Shelley Craine	Project AWARE Office of the Chief of Communications & School Performance	\$30.00 9/01/18-3/01/19
(5)(nr)	Debra Jacobsen	Smart Spaces Online Instructor Office of the Chief of Academics	\$30.00 8/01/18-1/31/19
(5)(nr)	Andrea O'Brien	Smart Spaces Curriculum Designer Office of the Chief of Academics	\$30.00 9/01/18-2/31/19
(4)(r)	Lourdes Ocampo-Lewis	Project AWARE Office of the Chief of Communications & School Performance	\$30.00 9/24/18-3/24/19
(4)(r)	Kenneth Perez	DJ Club Advisor Office of the Chief of School Administration	\$30.00 8/22/18-1/01/19
(2)(r)	Ronnie Polk	Project AWARE Office of the Chief of Communications & School Performance	\$30.00 9/01/18-3/01/19
(5)(r)	Carl Storniolo	Percussion Office of the Chief of School Administration	\$30.00 8/13/18-12/20/18
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00 8/21/18-12/31/18

Codes	Name	Position	Salary and Dates
(5)(r)	Erin Dentice	Agriculture Program Coordinator Office of the Chief of School Administration	\$28.25 9/01/18-2/01/19
(5)(r)	Jordan Fishman	New Assistant Principal Coaching Office of the Chief of School Administration	\$25.00 9/01/18-6/01/19
(5)(nr)	Jean Freund	Gifted and Talented Parent Coach Office of the Chief of Academics	\$25.00 10/01/18-4/30/19
(5)(nr)	Dave Siekmann	Gifted and Talented Math Coach Office of the Chief of Academics	\$25.00 10/01/18-4/30/19
(4)(r)	Blanca Aviles	Community Project Office of the Superintendent	\$23.90 10/01/18-4/01/19
(2)(r)	Nathaniel Gillon	Smart Spaces Classroom Facilitator Office of the Chief of Academics	\$20.00 8/27/18-2/27/19
(5)(nr)	Sophia Stousland	Smart Spaces Online Designer Office of the Chief of Academics	\$14.00 9/01/18-2/31/19
(2)(r)	Demuntae Bunch	CATP MPS Graduate — Shop 900 Intern Office of the Chief of School Administration	\$11.00 9/04/18-12/04/18
(1)(nr)	Reva Shaw	Wisconsin Improvement Program (WIP) Associate — Auer Office of the Chief of Academics	\$4,500 (Stipend) 9/12/18-12/21/18

Codes

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

Director Phillips moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governing body to go into a closed session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercised responsibility. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

The Board retired to executive session at 8:23 PM.

The Board reconvened in open session at 8:54 PM.

Director Phillips moved approval of the Committee’s recommendations. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position and Salary	Date
		New Hires	
2	Amber Kendrick	Children's Health Assistant \$17,602.22	09/25/2018
2	Angela Alexander	Food Service Assistant \$12.94 per hour	09/04/2018
4	Adriana Alfaro	Food Service Assistant \$12.94 per hour	09/05/2018
2	Willie Anderson	Food Service Assistant \$12.94 per hour	09/04/2018
2	Ya'Monie Arnold	Food Service Assistant \$12.94 per hour	09/24/2018
5	Cody Beier	Food Service Assistant \$12.94 per hour	09/24/2018
2	Kianti Bivens	Food Service Assistant \$12.94 per hour	09/17/2018
2	Isis Clay	Food Service Assistant \$12.94 per hour	09/04/2018
5	Alana Cobban	Food Service Assistant \$12.94 per hour	09/04/2018
2	Tina Daniels	Food Service Assistant \$12.94 per hour	09/04/2018
2	Carl Davis	Food Service Assistant \$12.94 per hour	09/04/2018
2	Kiarra Durham	Food Service Assistant \$12.94 per hour	09/04/2018
2	Sheila Gene	Food Service Assistant \$12.94 per hour	09/04/2018
2	Antoinette Grant	Food Service Assistant \$12.94 per hour	09/17/2018
2	Darren Henry	Food Service Assistant \$12.94 per hour	09/04/2018
2	Takisha Howard	Food Service Assistant \$12.94 per hour	09/04/2018
2	Shirley Jelks	Food Service Assistant \$12.94 per hour	09/04/2018
2	Janae Jordan	Food Service Assistant \$12.94 per hour	09/04/2018
2	Tranaya Jordan-Lowe	Food Service Assistant \$12.94 per hour	09/24/2018
2	Jennifer McClain	Food Service Assistant \$12.94 per hour	09/04/2018
2	Dominique McCoy	Food Service Assistant \$12.94 per hour	09/04/2018
2	Shonna Mims	Food Service Assistant \$12.94 per hour	09/04/2018
2	Britney Moore	Food Service Assistant \$12.94 per hour	09/04/2018
2	JaQuina Pierce	Food Service Assistant \$12.94 per hour	09/04/2018
2	Tracy Robinson	Food Service Assistant \$12.94 per hour	09/04/2018
2	Yvette Robinson Webb	Food Service Assistant \$12.94 per hour	09/04/2018

Code	Name	Position and Salary	Date
2	Yvonne Ross	Food Service Assistant \$12.94 per hour	09/04/2018
2	Venicia Rowan	Food Service Assistant \$12.94 per hour	09/05/2018
5	Kelly Schubert	Food Service Assistant \$12.94 per hour	09/04/2018
2	Jasmine Sims	Food Service Assistant \$12.94 per hour	09/17/2018
2	Nakia Thurman	Food Service Assistant \$12.94 per hour	09/04/2018
2	Hattie Welbon	Food Service Assistant \$12.94 per hour	09/05/2018
2	Matthew Biel	IT Service Technician \$48,601.63	09/10/2018
2	Markesha Hilliard	Pare Ed Assistant — Parent Involvement \$18,315.98	09/04/2018
2	Omar Al Bassam	Para Ed Assistant \$18,315.98	09/11/2018
2	Talor Barrett Bays	Para Ed Assistant \$18,315.98	09/04/2018
2	Sandra Beamon	Para Ed Assistant \$18,315.98	09/04/2018
2	Angel Brown	Para Ed Assistant \$18,315.98	09/04/2018
5	Halle Cairo	Para Ed Assistant \$18,315.98	09/05/2018
4	Wendy Cantoral-Agueta	Para Ed Assistant \$18,315.98	09/06/2018
4	Alexander Cruz	Para Ed Assistant \$18,315.98	09/12/2018
5	Amanda Dawabsheh	Para Ed Assistant \$18,315.98	09/04/2018
5	Kylie Dolphin	Para Ed Assistant \$18,315.98	09/10/2018
2	Sommer Ellis	Para Ed Assistant \$18,315.98	09/13/2018
4	Mairelys Galarza	Para Ed Assistant \$18,315.98	09/14/2018
2	Tiffany Green	Para Ed Assistant \$18,315.98	09/04/2018
2	Cassandra Greenley	Para Ed Assistant \$18,315.98	09/17/2018
2	Gabriel Griffin	Para Ed Assistant \$18,315.98	09/19/2018
5	Sarah Hanson	Para Ed Assistant \$18,315.98	09/18/2018
2	Randell Jordan	Para Ed Assistant \$18,315.98	09/24/2018
2	LaQuida Jordan	Para Ed Assistant \$18,315.98	09/18/2018
2	Danitra Lewis	Para Ed Assistant \$18,315.98	09/05/2018
2	Ashley Miner	Para Ed Assistant \$18,315.98	09/04/2018
4	Yanira Morales Soler	Para Ed Assistant \$18,315.98	09/10/2018
2	Ashley Nash	Para Ed Assistant \$18,315.98	09/24/2018
4	Luz Nieves	Para Ed Assistant \$18,315.98	09/05/2018

Code	Name	Position and Salary	Date
2	Jazmine Pickett	Para Ed Assistant \$18,315.98	09/10/2018
2	Ashlynn Powell	Para Ed Assistant \$18,315.98	09/17/2018
4	Rosmy Powell	Para Ed Assistant \$18,315.98	09/12/2018
2	Ashanti Preston	Para Ed Assistant \$18,315.98	09/17/2018
2	Myesha Price	Para Ed Assistant \$18,315.98	09/04/2018
4	Milagros Romero	Para Ed Assistant \$18,315.98	09/12/2018
2	Laura Sawyer	Para Ed Assistant \$18,315.98	09/04/2018
5	Ian Scott	Para Ed Assistant \$18,315.98	09/10/2018
5	Amanda Sobie	Para Ed Assistant \$18,315.98	09/10/2018
2	Diamond Whitsell	Para Ed Assistant \$18,315.98	09/04/2018
2	Ruthine Wrencher	Para Ed Assistant \$18,315.98	09/10/2018
2	Najmah Yasin	Para Ed Assistant \$18,315.98	09/04/2018
2	Memunat Yusuf	Para Ed Assistant \$18,315.98	09/17/2018
2	Geraldine Beard	School Nursing Associate \$39,043.09	09/17/2018
5	Rose Alarcon	Secretary I — 10-month \$29,930.30	09/17/2018
2	Lisa Smith Watts	Secretary I — 10-month \$23,795.52	09/25/2018
3	Priyani De Souza	Secretary I — 10-month \$29,152.80	09/18/2018
Promotions			
2	Micah Cooper	Boiler Attendant Trainee \$32,995.28	09/04/2018
3	Shefali Gupta	Para Ed Assistant \$18,315.98	09/04/2018
4	JoAnna Melendez	Payroll Assistant I \$39,665.74	09/24/2018
2	LaTasha Willingham	Secretary I — 10-month \$28,746.46	09/14/2018
Rehires			
2	Chenell Peterson	Building Service Helper I \$13.12 per hour	09/17/2018
2	Courtney Winters	Children's Health Assistant \$17,602.22	09/24/2018
2	Christine Bond	Food Service Assistant \$12.94 per hour	09/17/2018
5	Dawn Fabian-Garrett	Food Service Assistant \$12.94 per hour	09/17/2018
2	Latisha Mitchell	Food Service Assistant \$12.94 per hour	09/04/2018
5	Tammy Shalewski	Food Service Assistant \$12.94 per hour	09/17/2018
2	Shelia Gordon	Para Ed Assistant \$18,315.98	09/05/2018
2	Carmelita Perry	Para Ed Assistant \$20,409.18	09/04/2018

Code	Name	Position and Salary	Date
2	Qiana Rogers	Para Ed Assistant \$18,839.30	09/19/2018
5	Jayne Schulz	Para Ed Assistant \$18,315.98	09/20/2018
4	Ana Staten	Secretary I — 10-month \$26,171.43	09/04/2018

Certificated Appointments: Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Arteaga Lopez, Diana Bilingual Education	C	\$64,018.98	9/24/2018
4,r	Avila, Jose Bilingual Education	B	\$48,117.68	9/10/2018
4,r	Fabian, Deidra Kindergarten (4 YR Olds)	B	\$42,360.01	8/27/2018
2,r	Hays, Kenneth Special Ed Multicategorical	B	\$42,360.01	8/27/2018
4,r	Ibarra, Veronica Bilingual Education	B	\$56,774.62	8/27/2018
2,nr	Jones, Cassandra Special Ed Multicategorical	B	\$42,360.01	9/24/2018
4,nr	Rivera, Eladio Bilingual Education	BB	\$61,018.98	9/4/2018
2,r	Smoot, Valerie Special Ed Multicategorical	B	\$42,360.01	9/24/2018
5,nr	Swissler, Margarita Kindergarten (4 YR Olds)	B	\$42,500.00	9/20/2018
2,r	Wilson, Mary Multicategorical Comp Sen	B	\$42,360.01	9/18/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Alvarado Rivera, Maria Multicategorical Comp Sen	B	\$42,360.01	9/10/2018
2,r	Jefferson, Shana AMP — Art	B	\$42,360.01	9/12/2018
4,nr	Santiago, Cindy Special Ed Multicategorical	B	\$42,360.01	9/17/2018
2,nr	Shaw, Troy Gen Elem & K8 All Grades	B	\$42,360.01	9/6/2018
4,r	Soto, Esther Bilingual Education	B	\$42,360.01	9/5/2018
2,r	Thomas, Arnisha Gen Elem & K8 All Grades	B	\$42,360.01	9/10/2018
4,r	Wesenberg, Rosa Multicategorical Comp Sen	B	\$47,313.51	9/13/2018
6,r	Wooten, Sonia Gen Elem & K8 All Grades	B	\$42,360.01	9/18/2018
2,r	Wright, James Multicategorical Comp Sen	B	\$42,360.01	9/6/2018

Certificated Appointments: Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Date
5,nr	Adams, Thomas Social Studies	C	\$61,018.98	9/4/2018

Codes	Name and Position	Division	Salary	Date
6,r	Allen, Timothy Gen Elem & K8 All Grades	B	\$45,874.09	9/17/2018
2,r	Brown, Justin Special Ed Multicategorical	B	\$42,360.01	9/17/2018
5,r	Cychowski, Jakub CAT Eng High	B	\$43,388.17	9/10/2018
5,nr	Ferge, Peter English	C	\$58,813.00	9/12/2018
5,nr	Graf, Travis English	B	\$46,388.00	9/10/2018
2,r	Harris, Danielle Multicategorical EEN	B	\$42,500.00	9/10/2018
5,nr	Hauber, Elly English	B	\$42,500.00	9/17/2018
5,r	Kramlich, Ryan AMP HPE	B	\$43,388.17	9/7/2018
4,nr	Lambert, Paul English as a Second Language	B	\$53,155.64	9/5/2018
5,nr	Lilly Flores, Alisa Science	B	\$42,500.00	9/24/2018
2,r	Stallworth, Cornell Special Ed Multicategorical	B	\$46,061.37	9/4/2018

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

Codes	Name and Position	Division	Salary	Date
2,r	Adell, Charlotte Special Ed Multicategorical	B	\$42,360.01	9/10/2018
2,r	Anderson Taylor, Tammie Science	B	\$42,360.01	9/4/2018
2,r	Dotson Franklin, Latasha Gen Elem & K8 All Grades	B	\$42,360.01	9/10/2018
5,nr	Kell, Christopher Special Ed Multicategorical	B	\$42,360.01	9/10/2018
2,r	McGee, LaCretia Special Ed Multicategorical	B	\$42,360.01	9/17/2018
5,nr	McGowan, Dakota Health & Phy Ed	B	\$42,360.01	9/13/2018
5,nr	Reed, Kenneth Trade & Tech	B	\$42,360.01	9/11/2018
2,nr	Witherspoon, Sheila Special Ed Multicategorical	B	\$42,360.01	9/13/2018

**Certificated Appointments: School
Counselor**

Codes	Name and Position	Division	Salary	Date
2,nr	Terry, Kenmikiya Guidance	B	\$42,360.01	9/17/2018

**Certificated Appointments: School
Psychologist**

Codes	Name and Position	Division	Salary	Date
5,r	Jakubowski, Lauren IEP Teams	51C	\$63,788.38	9/18/2018

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
 - (1) Native American 0
 - (2) African American..... 17
 - (3) Asian/Oriental/Pacific Islander 0
 - (4) Hispanic 10
 - (5) White..... 12
 - (6) Other 1
 - (7) Two or More Ethnic Codes 1
- Males..... 17
- Females 24

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, September 2018		
Mary Bell-McGhee	Hamilton H.S.	09/06/2018
William Castedo	Audubon M.S.	09/10/2018
Personal Leave, October 2018		
Cindy Eastburg	Doerfler	10/05/2018
Sarah Gordon	Central Services Building	10/08/2018
Personal Leave, November 2018		
Lori Sanders	Wausau Building (DSS)	11/29/2018
Illness Leave, May 2018		
Michelle Mittelstadt	Milw. Academy of Chinese Lang.	05/07/2018
Illness Leave, August 2018		
Quiana DeSilva	Carson Academy	08/27/2018
Illness Leave, September 2018		
Rhonda Williams	Clarke Street	09/04/2018

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Resignations						
Personal	15.4	5	Mark Anderson	Teacher	Central Svcs	08/15/2018
Personal	1.8	5	Elizabeth Batdorf	Teacher	JMAC	08/27/2018
Other Work	1.0	5	Courtney Bell	Teacher	Ronald Reagan	08/20/2018
Personal	4.0	5	Cynthia Bettine	Teacher	Longfellow	08/14/2018
Personal	10.0	5	Kristin Bridges	Teacher	Bruce	08/25/2018
Other Work	9.0	5	Richard Chiappa	Teacher	Lincoln MS	09/07/2018
Other Work	0.5	5	Cari Churchill	Teacher	Franklin	08/24/2018
Other Work	10.0	5	Laura Crespin	Teacher	Franklin	08/29/2018
Personal	4.0	2	Lakesha Curtain	Teacher	Congress	08/24/2018
Personal	1.0	5	Nadejda Dimitrova	Teacher	Story	08/24/2018
Personal	4.6	5	Dawn DiNicola	Teacher	Marshall	09/04/2018
Personal	0.8	5	David Dison	Teacher	JMAC	08/23/2018
Personal	0.1	5	Joel Ebert	Teacher	Rufus King MS	08/14/2018
Personal	0.5	5	Chris Fannin	Teacher	Carson Acad	08/21/2018
Personal	0.5	5	Jaylyn Fisher	Teacher	Keefe	08/14/2018
Personal	6.0	5	Lauren Garlovsky	Teacher	Central Svcs	08/24/2018
Other Work	16.0	5	Jennie Goetsch	Teacher	Alcott	08/22/2018
Personal	17.9	3	Vongdeuan Gonzaga	Teacher	MACL	08/01/2018
Personal	1.0	5	Amanda Hanson	Teacher	Elm	08/22/2018
Personal	1.4	4	Maryza Hanson	Teacher	Roosevelt MS	08/24/2018

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.1	5	Kelly Hendzel	Psych	Central Svcs	08/15/2018
Personal	5.0	5	Natalie Hodgkins	Teacher	Rogers St Acad	08/23/2018
Personal	2.2	6	Jaymi Holland	Nurse	Central Svcs	07/01/2018
Other Work	5.0	5	Leigh Knapp	Teacher	Bethune	08/14/2018
Personal	11.0	5	Stacy Knetter	Teacher	Central Svcs	08/17/2018
Other Work	1.8	5	Lindsey Kresge	Teacher	Green Bay	08/17/2018
Personal	3.0	3	Young Mi Lee	Teacher	Riverside	09/07/2018
Retire	20.7	4	Mariadelina Lopez	Soc. Worker	Fratney	12/21/2018
Other Work	16.0	5	David Mahdasian	Teacher	Bradley Tech	08/31/2018
Personal	0.1	5	Bradley Mayer	Teacher	Morse	08/17/2018
Personal	4.0	5	Dana Mittelstadt	Teacher	MACL	08/13/2018
Other Work	4.5	5	Laura Oliver	Teacher	Lancaster	08/15/2018
Other Work	5.4	5	Ashley Paro	Teacher	Hawley	08/20/2018
Personal	14.0	5	Nicole Rajchel	Teacher	Burbank	08/24/2018
Other Work	9.4	5	Megan Ruffing	Teacher	Lloyd Barbee	08/14/2018
Other Work	4.0	5	Samantha Schuder	Teacher	53rd Street	08/24/2018
Personal	6.7	5	Jenna Schulz	Teacher	Burdick	08/14/2018
Retire	16.0	2	Jeffrey Shropshire	Teacher	Sherman	10/01/2018
Other Work	18.0	2	Willette Sims	Teacher	Grantosa	08/20/2018
Other Work	24.9	5	Dana Thome	Teacher	Spanish Imm	08/24/2018
Retire	25.0	5	Marie Thompson	Director	Central Svcs	12/07/2018
Other Work	5.0	5	Jane Utnehmer	Supervisor	Central Svcs	08/15/2018
Personal	1.8	4	Jose Vasquez	Teacher	Audubon	05/22/2018
Personal	1.4	2	Bobby Windom	Teacher	Central Svcs	09/04/2018
Classified Retirements						
Retire	28.0	4	Blanca Aviles	Admin Asst	Central Svcs	09/08/2018
Retire	11.8	2	Gladys Gilbert	Para	River Trail	09/01/2018
Retire	20.0	5	Kathleen Hazen	Para	Meir	09/22/2018
Retire	40.8	5	Mariellen Martin	Para	Central Svcs	09/02/2018
Retire	32.1	5	Mark Norville	Supervisor	Repair Division	09/05/2018
Retire	14.2	5	Milan Plavsic	Engineer	Morgandale	09/20/2018
Retire	36.9	5	Patricia Rich	Kit Manager	Audubon	09/22/2018
Retire	28.4	2	Yolanda Robinson	Boiler Att	Gaenslen	09/08/2018
Retire	29.0	2	Ruth Strawder	Gen Ed Asst	Manitoba	09/12/2018
Retire	37.5	5	David Waskiewicz	Dupl Op	Central Svcs	09/08/2018

Affirmation Action report

The Affirmative Action monthly personnel transaction report for September 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 3) Action on the 2018-2019 Salary Schedules

Background

On April 19, 2018, the Board approved compensation adjustments to be effective July 1, 2018. The updated salary schedules for 2018-2019, including the following approved adjustments, are attached to the minutes of your Committee's meeting:

1. Employees in the "Road to \$15" category are on a three-year plan until their hourly rate reaches \$15 in FY2020-21.

- 2. Employees in the educational assistant unit — including safety assistants, paraprofessionals, and interpreters — are on a seven-year step schedule.
- 3. Employees in the teachers unit received a 2.13% salary increase.
- 4. Employees not covered under 1, 2, or 33, above — including administrators, clericals, school bookkeepers, school engineers/boiler attendants, school psychologists, and support staff — received a 2.13% salary increase.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for the approved salary adjustments for FY2018-19 was \$11.1 million and was previously approved in the FY19 budget.

Committee’s Recommendation

Your Committee recommends that the Board approve the 2018-2019 Salary Schedules 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 4) Action on a Request to Seek Position Authority for a Coordinator II, Community Schools Project

Background

The Administration is seeking position authority for a Coordinator II, Community Schools, to serve as a liaison between the United Way of Greater Milwaukee & Waukesha, Milwaukee Teacher Education Association (MTEA), and Milwaukee Public Schools to support the Community Schools Project, which has been extended to ten schools for the 2018-19 school year.

The position went through the normal job-classification process to identify position level and salary range. The position level was determined to be 07A, and the corresponding salary range is \$62,446-\$90,530.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position will be out of the United Way/MPS contract’s approved budget and paid by United Way (0.5) and MPS (0.5). The pay will be within the 07A range. Funds for the district’s portion are in budget code SDVOSIT9AQESCA9999.

Implementation and Assessment Plan

Upon the Board’s approval, the Administration will move forward with the hiring process for this position.

Committee’s Recommendation

Your Committee recommends that the Board approve the request for position authority for the Community Schools Coordinator position.

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

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(Item 5) Action on a Request for Position Authority for a Sustainability Project Manager in the Department of Facilities and Maintenance Services

Background

The Administration is seeking position authority for a Sustainability Project Manager to provide leadership in support of the District’s plans to further advance sustainability efforts aimed at improving the environment and creating more green spaces on Milwaukee Public Schools’ playgrounds. This position will work with the City of Milwaukee, the Milwaukee Metropolitan Sewerage District, and various other partners who are actively engaged in sustainability initiatives in support of the City of Milwaukee’s Green Infrastructure Plan.

This position is externally funded through a grant from the Fund for Lake Michigan and has gone through the job-classification process to identify position level and salary range. The position level was determined to be 10A, and the corresponding salary range is \$72,022.00 to \$104,445.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position is provided through a grant from the Fund for Lake Michigan (grant budget FCM-0-S-5G9-FM ESCA3610). The term of the grant is July 1, 2018, through December 31, 2019. Upon completion of the grant, the position may be eliminated or re-purposed, based on the program’s continuation, subject to the Board’s approval.

Implementation and Assessment Plan

Upon the Board’s approval, the Administration will move forward with the hiring process for this position.

Committee’s Recommendation

Your Committee recommends that the Board approve the request for position authority for the Sustainability Project Manager, with an effective date of October 25, 2018.

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

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(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts

Background

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

- Construction Contracts Requested for Approval:
 - 51 Wraps, for security window film with installation at various MPS sites;
Code: MBM 0S CH9 SA ECTS \$ 78,206.00
 - Gordon Solutions, LLC, for exterior door replacement at Auer Avenue Elementary School;
Code: FAR 00 MMQ AU ECNC8..... \$ 250,000.00
- Professional Services Contracts Requested for Approval:
 - SmithGroup, for green infrastructure upgrades at various MPS sites;
Code: Various \$ 99,200.00
 - American Design, Inc., for building renovation at Andrew S. Douglas School;
Code: FAR 00 MMQ DA ECNC..... \$ 159,765.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Total construction contracts requested \$ 328,206.00
- Total professional services contract requested \$ 258,965.00

Implementation and Assessment Plan

Upon the Board’s approval, the construction contracts 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 contracts 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 7) Action on Monthly Finance Matters: Authorization to Make a Purchase; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

UW-Madison purchasing contract #16-5722	Authorization to Purchase Door Lock Hardware from Anixter, Inc., d/b/a Clark Security Products
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The Administration is requesting authorization to make a one-time purchase from Anixter, Inc., d/b/a Clark Security Products, (“Anixter”) of door lock hardware. Funding for this purchase has been provided by a Wisconsin Department of Justice (“WI DOJ”) School Safety Grant.

This purchase is made under the UW-Madison purchasing contract #16-5722 for “Locks, Repair Parts, Key Blanks, Door Closures and Related Accessories.”

The total cost of goods purchased from Anixter will not exceed \$683,982.

Budget Code FCM-0-S-CH9-SA-ECTS (DOJ Security Grant).....\$683,982.

Clark Security Products

HUB Participation
 Required..... 0%
 Proposed 0%
 \$ Value..... NA

Student Engagement (Hours per 12-month Contract)
 Paid Student-employment Hour Commitment.....400
 Student Career-awareness Commitment..... 10

Routine Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
ALBA	Herb Kohl Educational Foundation	\$6,000.00	General School Support
<i>Total Monetary Donations over \$5,000</i>		<i>\$6,000.00</i>	
<i>Monetary Donations</i>			
Alliance HS	Steven Mold Sales, Inc.	\$100.00	General School Supplies
Alliance HS	Spire Engineering, Inc.	\$50.00	General School Supplies
Alliance HS	Diverse & Resilient Inc.	\$2,500.00	General School Supplies
Alliance HS	The Xenia Group LLC	\$435.20	General School Supplies
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	\$200.00	BLMA Program
Doerfler School	Arte Para Todos	\$4,593.17	Art Donation
Elm Creative Arts School	Mary E. Pick	\$200.00	General School Supplies
Elm Creative Arts School	Village Ministries, Inc., Complex*	\$50.00	General School Supplies
Engleburg School	Learning Shop-Tech 'N' Toys	\$365.76	Summer Bridge Incentive
Fratney Street School	Kelly J. Kons & Matthew M. Kons	\$100.00	Supplies for New Teachers
Garland School	Paul Wilson	\$50.00	STEM Donation
Garland School	Lynn Wilson	\$710.00	STEM Donation
Garland School	Charles Bauer	\$15.00	STEM Donation
Garland School	Thomas Barland	\$100.00	STEM Donation
Hamilton HS	Adrian & Deborah Moy	\$100.00	Athletics Donation
Hamilton HS	WePay	\$14.00	Military Ball Donation
Hamilton HS	Susan M. Schmitz	\$50.00	Football Equipment Donation
Hawthorne School	Herb Kohl Educational Foundation	\$2,234.25	Field Trip Donation
Marshall HS	Germantown High School Wrestling Program	\$1,168.00	Wrestling Program
Meir School	Tamara & Michael Santigo- Ignasiak	\$50.00	High School Fees
Meir School	Jade & George D. Cashman III	\$112.00	Audubon Owl Field Trip Donation
Milw. HS of the Arts	West Division Classes of 1965, 66, and 67*	\$550.00	Tennis Donation
Milw. HS of the Arts	Tavern League of Wisconsin	\$300.00	General School Supplies
Milw. School of Languages	MPS Foundation, Inc.	\$600.00	YOTA Transportation
Milw. Sign Language School	Action for Healthy Kids	\$650.00	Game On Grant
North Division HS	Chinella Varner	\$25.00	Drumline & Majorette Support
North Division HS	Joseph Braun	\$100.00	Majorette Support

Location	Donor	Amount	Gift or Purpose
North Division HS	Ingrid Walker-Henry	\$50.00	Majorette Support
North Division HS	Julie A. Rezash	\$25.00	Majorette Support
North Division HS	Kathryn T. Schmidt	\$25.00	Majorette Support
North Division HS	Corrie Warning	\$25.00	Majorette Support
North Division HS	Therese Kroll	\$100.00	Majorette Support
North Division HS	Laura Gellott	\$25.00	Majorette Support
North Division HS	Patricia Smith	\$40.00	Drumline & Majorette Support
Riverside HS	State of Wisconsin	\$327.00	WISCO Soccer Support
Riverside HS	Snap Raise	\$2,567.85	Track Entry Fees/Appeal
Riverside HS	Snap Raise	\$618.00	Snap Raise Baseball Equipment
Ronald Reagan HS	Heath & Dezarae Jones Hartwig	\$50.00	Forensics Donation
Ronald Reagan HS	Jessica & Alejandro Santiago	\$20.00	Music Donation
Ronald Reagan HS	William & Mary Stetter	\$200.00	Music Donation
Siefert School	LeadDog Marketing Group	\$985.00	Kohl's Cares Field Trip Grant
Siefert School	LeadDog Marketing Group	\$985.00	Kohl's Cares Field Trip Grant
Siefert School	Cream City Links	\$1,000.00	General School Supplies
Siefert School	Anonymous Donor	\$150.00	Reading Support
South Division HS	Arte Para Todos	\$4,592.88	Art 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
Starms Early Childhood School	LeadDog Marketing Group	\$957.00	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	\$697.50	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	\$939.20	Kohl's Cares Field Trip Grant
Trowbridge School	Joseph Bree	\$100.00	Art Donation
Washington HS of I.T.	Miller & Miller Law, LLC	\$200.00	Boys Basketball Donation
Washington HS of I.T.	Bryan Sadoff	\$300.00	Boys Basketball Donation
Washington HS of I.T.	Miller & Miller Law, LLC	\$350.00	Boys Basketball Donation
Washington HS of I.T.	Jonathan & Cindy Leinfelder	\$1,000.00	Boys Basketball Donation
Washington HS of I.T.	Thomas Genske	\$100.00	Boys Basketball Donation
<i>Total Monetary Donations</i>		<i>\$34,051.81</i>	
<i>Non-Monetary Donations</i>			
Allen-Field School	R.L. Mueller Popcorn & Supply	\$361.25	Food for 50-Year Celebration
Bay View HS	Marcey Dunbar	\$405.81	General School Supplies
Bradley Trade & Tech	Donors Choose	\$185.36	General School Supplies
Engleburg School	Donors Choose	\$95.00	Coffee Supplies/Cleaner
Engleburg School	Donors Choose	\$100.00	Apples & Games
Forest Home Avenue School	Donors Choose	\$288.11	Books
Forest Home Avenue School	Donors Choose	\$412.68	STEM Supplies
Forest Home Avenue School	Donors Choose	\$288.97	Organizational Binders
Forest Home Avenue School	Donors Choose	\$368.32	Cooking Equipment
Forest Home Avenue School	Donors Choose	\$487.17	Athletic Equipment
Forest Home Avenue School	Donors Choose	\$285.48	Books
Forest Home Avenue School	Donors Choose	\$292.94	Hygiene Supplies
Forest Home Avenue School	Donors Choose	\$290.60	General School Supplies
Forest Home Avenue School	Donors Choose	\$394.29	STEM Supplies
Forest Home Avenue School	Donors Choose	\$180.01	Books

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Donors Choose	\$473.45	Math Supplies
Forest Home Avenue School	Donors Choose	\$271.72	Math Supplies Manipulatives
Forest Home Avenue School	Donors Choose	\$408.97	Printer Ink
Forest Home Avenue School	Donors Choose	\$327.77	Music Supplies
Forest Home Avenue School	Donors Choose	\$592.09	Student Creative Toys
Forest Home Avenue School	Donors Choose	\$523.61	Sensory Table & Supplies
Forest Home Avenue School	Donors Choose	\$293.03	General School Supplies
Forest Home Avenue School	Donors Choose	\$647.79	Alternative Seating
Forest Home Avenue School	Donors Choose	\$595.20	General School Supplies
Forest Home Avenue School	Donors Choose	\$523.65	Costumes & Books
Forest Home Avenue School	Donors Choose	\$583.72	General School Supplies
Forest Home Avenue School	Donors Choose	\$703.03	Books
Forest Home Avenue School	Donors Choose	\$570.28	General School Supplies
Honey Creek Elementary School	Donors Choose	\$257.57	8x10 Rug for Classroom
Honey Creek Elementary School	Mortgage Guaranty Insurance Corporation	\$150.00	Book-binding Machine& Refrigerator
Honey Creek Elementary School	Donors Choose	\$498.00	Classroom Carpets
Honey Creek Elementary School	Donors Choose	\$496.89	Flexible Seating
Honey Creek Elementary School	Donors Choose	\$228.96	Chimes for Classroom
Honey Creek Elementary School	Donors Choose	\$235.34	Books
Honey Creek Elementary School	Donors Choose	\$730.44	Word Processing Items
Keefe Avenue School	Kaplan Early Learning Company	\$290.32	Classroom Art Supplies
Keefe Avenue School	Donors Choose	\$15.00	Disinfectant Wipes
Lincoln Middle School	Donors Choose	\$217.36	Clothing & Hygiene Products
MacDowell Montessori	Donors Choose	\$521.95	Grammar Boxes & STEM Supplies
MacDowell Montessori	Donors Choose	\$159.94	STEM Materials
MacDowell Montessori	Donors Choose	\$475.10	General School Supplies
Meir School	Donors Choose	\$149.99	Music Software
Meir School	Mike Jacklin	\$75.00	General School Supplies
Meir School	Colette Crowl	\$75.00	General School Supplies
Meir School	Tony Jorgenson	\$75.00	General School Supplies
Meir School	Rich L. Padre	\$100.00	Construction Paper
Meir School	Donors Choose	\$148.26	General School Supplies
Milw. HS of the Arts	Jay Harris	\$575.00	Screen Printing Supplies
Milw. HS of the Arts	Milwaukee Film, LLC	\$500.00	Video Camera Equipment
Milw. Sign Language School	Anonymous — Donors Choose	\$472.55	Flex Space Work Space Bundle
North Division HS	Milwaukee Teachers' Education Association	\$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Pulaski HS	Donors Choose	\$1,317.00	General School Supplies
Sherman School	TIAA	\$258.98	School Education Support
Sherman School	Donors Choose	\$274.00	Speech Therapy Material/Carpet
Stuart School	University of Wisconsin-Milwaukee	\$100.00	Target Gift Card
Thoreau School	Brown Deer United Methodist Church	\$490.00	Pencil Sharpeners
<i>Total Non-Monetary Donations</i>		\$20,037.95	
<i>Total Value of Donations for October 2018</i>		\$60,089.76	
<i>* Donations from MPS Alumni</i>		\$600.00	

Committee’s Recommendation

Your Committee recommends that the Board

1. authorize the purchase as presented in the attachments to your Committee’s meeting; and
2. accept the donations as listed.

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

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

Background

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

- AE Business Solutions, for IT-support services;
TSV-0-0-TLN-DW-ECTS..... \$ 275,000
- The Lakota Group, Inc., for the development of MPS’s
Recreation Master Plan;
CSV-0-0-PRC-RC-ECTS..... \$ 60,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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(Item 9) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into a Contract with Sebastian Family Psychology Practice LLC for School Community Partnership for Mental Health (SCPMH) Services and as Part of the Department of Public Instruction’s School-based Mental Health Services Grant

The Administration is requesting authorization to enter into a contract with Sebastian Family Psychology Practice LLC (“SFPP”) to provide mental health services and supports to students, families, and staff. This contractor provides collaboration, direct services to students and families, professional development, and staff and parental training.

Contractor will provide direct and indirect mental health services to students, family members, and staff within the SCPMH’s parameters and guidelines. Services may include professional development with staff, parental education, student education, teacher consultation, critical-incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation.

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 Department of Public Instruction’s School-based Mental Health Services Grant (Administrative Policy 3.09(2)(c)).

The contract will run from November 1, 2018, through June 30, 2019, (the “Initial Term”) with two additional one-year options to extend. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in this first year will not exceed \$55,500.

Budget Code OHM-0-I-HU9-DE-ECTS (DPI Mental Health Grant — Contract Services)\$55,500

Sebastian Family Psychology Practice LLC

HUB Participation
Required..... 0%
Proposed 0%
\$ Value..... N/A

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment0
Student Career-awareness Commitment.....0

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Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Company (“HMH”) to purchase licenses for HMH’s Literature eEdition for use in elementary and middle schools throughout the District. These online resources are needed to continue to support *Journeys* and *McDougal Littell Literature*, which were previously adopted by MPS and remain part of the classroom curriculum.

The online book will allow access to all of the components of the program. Students can take online assessments, view digital resources that accompany the program, and have access to all leveled readers. Teachers can use the online book for large-group settings, have online assessments graded, and obtain reports according to the standards on how their students are performing. These online resources have been available as part of the original adoption. The agreement must be extended to maintain continued access to resources until a new English language arts adoption can occur.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The licensing period will be from November 1, 2018, through July 31, 2019. The total cost will not exceed \$162,000.

Budget Code	GEN-0-0-INV-DW-ECTS (Curriculum and Instruction — Contract Services)	\$162,000
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Houghton Mifflin Harcourt Publishing Company

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

— — —

Exception Authorization to Issue Multiple Purchase Orders to NCS Pearson, Inc., d/b/a Pearson Vue, for GED Ready Vouchers

The Administration is requesting authorization to issue a purchase order to NCS Pearson, Inc., d/b/a Pearson Vue, (“Pearson Vue”) for General Equivalency Diploma (“GED”) Ready vouchers. GED Ready vouchers from Pearson Vue are necessary for students to take the GED/HSED (High School Equivalency Diploma) tests required for students to demonstrate proficiency for graduation through the GED Option #2 program. The three types of vouchers — practice, initial and retake — are required for students to have access to take the tests for graduation.

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

The total cost of the vouchers purchased will not exceed \$65,000 for the term of November 1, 2018, through June 30, 2019.

Budget Code	GED-0-I-SRT-DW-ECTV (Credit Recovery — Contract Services)	\$65,000
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NCS Pearson, Inc. d/b/a Pearson Vue

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

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Exception Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC, for an additional 1,080 online resource licenses for the following products:

- Reading A-Z,
- RAZ Kids (RAZ Plus),
- Science A-Z, and
- Vocabulary A-Z.

The 1,080 additional licenses provide access for critical teaching staff in the positions of special education support staff, bilingual and ESL teachers, school support teachers, and district administrators.

Learning A-Z resources (Reading A-Z; Science A-Z; and Vocabulary A-Z) are impactful for a broad range of students and encompass best practices in education. These resources also support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), differentiated instruction,

personalized learning, and tiered instruction. These are timesaving instructional resources that will help increase students’ performance.

Teachers will use Reading A-Z and RAZ Kids to provide differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources, differentiated leveled practice to support independent work for all learners, differentiated homework practice that motivates and builds better readers and writers, and progress-monitoring tools for teachers to monitor student achievement and plan for explicit small-group instruction.

Teachers will use Science A-Z to embed literacy in content-area classroom science instruction, to provide content-area teachers with differentiated resources to provide instruction, and to reinforce literacy skills and strategies that are effective for their subject areas to have students read like subject-area experts.

Teachers will use Vocabulary A-Z to provide differentiated vocabulary and word-work instruction during the small-group teacher-led reading group that aligns to adopted resources and differentiated vocabulary and word-work-leveled practice for independent work at the vocabulary and word-work literacy work station.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The licensing period will be from September 25, 2018, through July 15, 2019. Included with the cost of the licenses are onsite and webinar trainings, as needed. The total cost of this purchase will not exceed \$182,841.

Budget Code GEN-0-0-INV-DW-ENTB (Instructional Resources – Non-textbooks).....\$182,841

Learning A-Z, LLC

HUB Participation

Required.....	0%
Proposed	0%
\$ Value.....	N/A

Student Engagement (per 12-month contract)

Paid Student Employment-hour Commitment	0
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Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the exception-to-bid 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.

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(Item 10) Action on a Request to Carry Over FY18 School Deficit Amounts**Background**

Schools' leaders take the lead responsibility for spending in accordance with the schools' budgets. A school's overall deficit balance occurs when total expenditures exceed the total to-date authorized funding amount in non-position costs. A school's spending is tracked monthly by the school's leader and the Administration. The Administration and school's staff are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

Fiscal Year 2018 List of Schools with Deficit Amounts			
School	Total Working Budget	Deficit	% of Working Budget
Auer Avenue	\$1,003,566.76	(\$78,031.68)	7.78%
North Division	\$1,409,002.74	(\$95,148.32)	6.75%
Sherman Multicultrl Art	\$1,273,148.94	(\$58,509.13)	4.60%
WCLL	\$2,539,452.00	(\$99,316.00)	3.91%
Marshall High School	\$2,867,890.85	(\$112,145.13)	3.91%
Vincent High School	\$3,020,980.26	(\$103,724.68)	3.43%
Audubon Middle School	\$2,111,485.88	(\$65,407.77)	3.10%
Roosevelt	\$1,826,752.96	(\$44,155.79)	2.42%
Mitchell Elementary	\$2,600,812.96	(\$53,958.68)	2.07%
Pulaski High School	\$4,056,122.11	(\$75,384.88)	1.86%
River Trail Elementary	\$1,686,405.35	(\$28,863.80)	1.71%
Rogers Street Academy	\$2,556,804.24	(\$41,755.39)	1.63%
Ronald Reagan High School	\$5,251,918.83	(\$81,642.69)	1.55%
Obama S.C.T.E.	\$2,822,718.58	(\$42,955.53)	1.52%
Metcalfe	\$1,108,662.13	(\$14,042.77)	1.27%
Westside Academy	\$989,733.45	(\$11,350.77)	1.15%
Riverside	\$5,493,092.64	(\$52,528.80)	0.96%
Milw French Immersion	\$2,473,593.09	(\$17,745.10)	0.72%
Townsend Street	\$1,254,272.21	(\$8,929.44)	0.71%
Milwaukee High School of the Arts	\$3,506,244.67	(\$24,766.88)	0.71%
Washington High School of Info Tech	\$2,544,405.95	(\$17,236.80)	0.68%
Golda Meir	\$4,486,346.90	(\$26,071.80)	0.58%
Morse	\$1,085,921.72	(\$6,231.07)	0.57%
Madison Academic High School	\$3,554,868.71	(\$19,618.58)	0.55%
Wedgewood Park	\$3,487,943.91	(\$18,687.01)	0.54%
Audubon High School	\$1,388,975.34	(\$7,431.43)	0.54%
Parkside	\$3,381,850.69	(\$17,101.53)	0.51%
Carson Academy/Science	\$1,674,208.70	(\$8,285.64)	0.49%
Milw Sign Language	\$2,223,213.53	(\$10,836.21)	0.49%
Victory	\$2,477,589.38	(\$10,723.79)	0.43%
Rufus King High School	\$5,684,919.42	(\$24,343.42)	0.43%
Fifty-Third Street	\$1,483,018.77	(\$6,201.26)	0.42%
Hayes Bilingual Elem	\$2,547,011.62	(\$10,160.77)	0.40%
Clarke Elementary	\$1,154,919.85	(\$4,564.08)	0.40%
Alcott Elementary	\$1,241,296.23	(\$4,540.90)	0.37%
Hamilton High School	\$6,023,384.13	(\$20,543.72)	0.34%
South Division High School	\$4,075,939.58	(\$13,900.66)	0.34%
Hartford	\$2,250,995.91	(\$7,045.97)	0.31%
Bradley Technology & Trade High School	\$3,650,981.10	(\$10,963.59)	0.30%
Trowbridge	\$1,002,477.53	(\$2,797.86)	0.28%
Congress Elementary	\$2,576,462.55	(\$6,288.20)	0.24%
Humboldt Park	\$2,447,331.79	(\$5,527.82)	0.23%
Whitman Elementary	\$1,550,994.73	(\$3,132.45)	0.20%
Alliance	\$935,934.95	(\$1,886.93)	0.20%
Clemens Elementary	\$1,140,097.08	(\$2,224.74)	0.20%
ALBA	\$2,763,435.31	(\$4,991.07)	0.18%
Cass	\$1,492,425.02	(\$2,516.55)	0.17%

Fiscal Year 2018 List of Schools with Deficit Amounts			
School	Total Working Budget	Deficit	% of Working Budget
Ben Franklin Elem	\$1,215,951.92	(\$2,046.60)	0.17%
MacDowell Montessori	\$2,997,624.40	(\$4,072.93)	0.14%
Milw German Immersion	\$2,393,447.44	(\$2,604.61)	0.11%
Thoreau Elementary	\$1,689,443.69	(\$1,817.21)	0.11%
Gaenslen	\$2,820,805.98	(\$2,987.58)	0.11%
Eighty-First Street	\$1,210,309.43	(\$1,194.80)	0.10%
Vieau	\$3,076,992.43	(\$2,448.08)	0.08%
Bay View Montessori	\$1,228,553.55	(\$902.79)	0.07%
Milw School of Language	\$4,353,425.14	(\$2,471.94)	0.06%
Bay View High School	\$3,612,709.46	(\$2,033.53)	0.06%
Lloyd Barbee Montessori	\$1,330,472.34	(\$599.29)	0.05%
Acad/Accelerated Lrng	\$2,647,565.00	(\$1,126.01)	0.04%
US Grant Elementary	\$2,732,966.27	(\$885.57)	0.03%
Morgandale Elementary	\$2,280,857.50	(\$407.30)	0.02%
Forest Home Ave Elem	\$2,606,741.68	(\$57.72)	0.00%
Total Deficit		(\$1,409,873.04)	

According to Administrative Policy 3.05, concerning school deficits, year-end deficits incurred shall be carried over into the next year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

Approval of the deficit carryover will result in each school’s paying back its deficit within three to five years. The total deficit among the schools is \$1,409,873.04. About \$469,958 will be paid back in the first year.

Implementation and Assessment Plan

During the fall adjustment period, schools with deficits will budget amounts to pay back the deficit. The amounts that schools pay back will be put toward undesignated fund balance for future contingencies.

Committee’s Recommendation

Your Committee recommends that FY18 school deficit amounts be carried over to FY19 and that schools with deficits from FY18 pay back the amounts within three years and not more than five years.

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

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(Item 11) Report with Possible Action on the Bradley Tech Commission’s Executive Director

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 Bradley Tech Commission has the authority to name an individual to be its Executive Director. The Bradley Commission has selected the current principal at Bradley Tech High School to serve as the

Executive Director. The Bradley Commission assigns duties to its Executive Director above and beyond those already assigned to the principal. A stipend of \$10,000 provided by the Bradley Commission via the Greater Milwaukee Committee. will be paid to the Commission’s Executive Director

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

No fiscal impact

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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) Action on Resolution 1819R-005 by Directors Voss and Báez Regarding a District Plan to Maintain Safe and Orderly Environments in Schools and Classrooms

Background

At its meeting on August 25, 2018, the Board referred Resolution 1819R-005 by Directors Voss and Báez, regarding a district-wide plan to support and maintain positive school climates, to the Committee on Parent and Community Engagement.

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

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

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

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

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

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

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

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

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

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

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

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

The Administration is in agreement with the intent of the resolution, which is in alignment with district procedures, including Crisis Prevention Institute (CPI) and de-escalation training, professional development, PBIS, and data monitoring.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

This item does not authorize expenditures. Once the plan has been developed, any costs associated with its implementation requiring the Board’s approval will be brought before the Board for such approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin developing the plan.

Committee’s Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-005 by Directors Voss and Báez, regarding a district plan to maintain safe and orderly environments in schools and classrooms, as amended to direct that the plan be provided to the Board no later than the December 2018 board cycle

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

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(Item 2) Report with Possible Action on the Central Region Showcase

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

Background

The Central Region includes the area of the city mostly north of I-94, west of I-43, south of Florist Avenue, and sections east of 60th and 53rd streets. The region includes 26 schools, serving nearly 8,739 students, which provide an assortment of educational experiences through traditional K-8 programming. It is home to arts, International Baccalaureate-Primary Years Programme (PYP), language immersion, environmental, year-round, Montessori, and community schools. Student are supported by educators who are experienced in administration, curriculum and instruction, professional development, and developing healthy school environments.

The Central Region has chosen to showcase Marvin E. Pratt Elementary School, which serves students in grades K to 5.

Pratt Elementary School

Vision

Pratt School will be among the high-performing schools in the state. We provide rigorous, high-quality opportunities for students, using child-centered, research-proven methods based on the Common Core State Standards {CCSS) and the Wisconsin Model Early Learning Standards {WMELS).

Rocket

Together we will ROCKET (rigor, objectivity, communication, knowledge, evidence, teaching for proficiency) in improving the academic and social success of ALL students through clear, consistent and effective:

Pratt School’s Facilities/ Academics Timeline

Facilities

- 2013.....Reviewed and targeted climate; rolled out new building-wide Positive Behavior Intervention Strategies {PBIS) initiative and Universal Expectations
- 2014.....Began school-facilities refresh to match climate targets; computers, Smart boards; painting, office overhaul; change mindset
- 2015.....K5/1st-grade Achievement Gap Reduction {AGR) classroom refresh matched by 4th- and 5th-grade classroom refresh
- 2016.....2nd- and 3rd-grade AGR Refresh and whiteboards
- 2017.....Painting of the primary playground
- 2018.....Air conditioning — gym and office

Academics

- 2013.....Reviewed and targeted climate; rolled out new building-wide PBIS initiative and Universal Expectations; targeted suspensions and attendance; high-priority areas
- 2014.....Systems in place to review and target data using MAP; began Blue party celebrations
- 2015.....Classroom and building competitions to target classroom gains; system set up for review of student work and feedback
- 2016.....Teachers’ ownership of evidence pieces and dates; Rigor based on CCSS/ WMELS
- 2017.....Teacher-to-teacher feedback of grade-level expectations; Boys and Girls Club
- 2018.....Selected to become an IB Primary Years Programme (PYP) School

School Climate Data

Attendance

2015 90.3%
 2016 92.5%
 2017 92.1%
 2018* 91.8%

**Students assigned from out of our region — no transportation provided*

Suspensions

2015 4.4% {16)
 2016 4.9% (17)
 2017 1.9% (6)

2018..... 3.6% (11)

RTI Implementation

2016-17..... Distinction

2017-18..... Behavior — Silver

Academic Highlights

Year	State Report Card Rating	Academic Data	Academic Recognition
2015	N/A	MAP Assessment: Gap Closure — Math 14.9%, Reading 12.2%	N/A
2016	58.1 — Meets Few Expectations	STAR Assessment: Prof/Adv — Math 31%, Reading 44% Gap Closure — Math 28.9%, Reading 25.7%	N/A
2017	82.9 — Exceeds Expectations	STAR Assessment Prof/Adv — Math 58%, Reading 41% Gap Closure — Math (No Gap), Reading 72%	School of Merit — Reading School of Merit — Math
2018	N/A	STAR Assessment: Prof/ Adv — Math 50%, Reading 26% Gap Closure — Math 47.7%, Reading 30.7%	Silver Level — Reading Silver Level — Math Silver Level — Rtl

Partnerships/ Associations

- Wheaton Franciscan — Doctor Program
- United Methodist Church of Whitefish Bay — volunteers
- Pitney Bowes
- Johnson Controls
- Unison/SET — Peace Program
- Schools That Can

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

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(Item 3) Report with Possible Action on Progress in Fulfilling Equity Goals

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

Background

In August of 2017, the Board adopted Resolution 1617R-006 to develop an equity policy. Administrative Policy and Procedure 1.06, Equity in MPS, were adopted by the Board on August 31, 2017.

Administrative Policy & Procedure 1.06 — Development & Background

In spring of 2016, an Equity Commission was established to explore current MPS equity initiatives, to research other school districts’ equity policies, and to draft a district equity policy. The Equity Commission comprised approximately 25 individuals from various MPS offices, departments, schools, and community partners.

MPS, with co-sponsorship from the Milwaukee Teachers’ Education Association, held a mini-equity summit in the summer of 2016. Approximately 150 teachers attended and were asked to provide feedback on

a preliminary equity policy. During the 2016-2017 school year, the equity policy was refined and vetted by several stakeholders. On August 31, 2017, the Board unanimously passed Administrative Policy and Procedure 1.06.

To truly achieve equity, two important factors must be actualized: First, it is important for stakeholders to understand what equity means through education and reflection. During the 2017-18 year, several opportunities for equity training were provided. Secondly, stakeholders must explore their specific contexts and begin to identify inequities to be addressed.

Equity Education Opportunities

During the 2017-18 school year, several opportunities to provide training in equity and culturally-responsive practices (CRP) were provided. These ongoing opportunities include:

1. The first cohort of Culturally Responsive Teacher (CRT) Fellows was piloted. A second cohort will be continued through the UWM ACCESS Grant.
2. A Restorative Practices (RP) training for school administrators was developed and facilitated through a collaboration among Violence Prevention (Office of Academics), Project AWARE (Office of Communications and Student Performance), and Student Services (Office of Administration). MPS is exploring ways to expand knowledge about RP through the work facilitated by Violence Prevention, Project AWARE, and the Black Lives Matter resolution [Resolution 1516R-001, adopted by the Board on May 28, 2015]. This year, RP Champions at each school will undergo three trainings to understand RP foundations.
3. The Education, Equity & Empowerment Speaker Series was launched with two speakers who presented keynote speeches, workshops, and engaging sessions with students. The series will continue with at least three speakers in the 2018-19 school year.
4. CRP is a focus in both the New Educators Institute and Customer Service Level III training.
5. Principal Leadership Institutes include equity and culturally-responsive speakers and workshops to provide capacity building for school leaders.
6. The Middle School Collaborative's principals and their leadership teams participated in customized CRT/Educator-effectiveness Training.
7. School Counseling, School Psychology, and Recreation have engaged in and will continue customized professional development in equity and culturally responsive practices (CRP). The Strategic Partnerships and Customer Service Department and the Office of Academics are scheduled to begin professional development in equity this fall.

There are several school-specific professional development opportunities that engage classroom teachers in equity and CRP. These schools include:

- Dr. MLK Elementary School — African American Immersion CRT
- Vincent High School — Choosing and Using Culturally Authentic Texts & Sociolinguistic Informed Professional Learning
- The Community Schools Mini-CRT Conferences
- BLMA Manhood Teacher Pilot professional development at Dr. King Elementary, Audubon Middle, South Division, and Washington (CRT & RP training & coaching)
- French Immersion — CRT PD for staff and parents
- Civics Course Revision Pilot inclusive of CRT & RP
- The SEE US Grant, which is designed to help teachers recognize the learning differences, developmental milestones, and cognitive/affective characteristics of gifted and talented students, including those from diverse cultural and linguistic backgrounds, and identify their related academic and social-emotional needs. The SEE US schools include Bethune, Clarke, Clemens, Congress, Jackson, Keefe, Kilbourn, Parkview, Siefert, Story, Sherman, Stuart, and Thoreau.

The equity specialist collaborates regularly with the Department of Black and Latino Male Achievement, the Department of Student Services, and Positive Behavior and Intervention Supports (PBIS) (Office of Administration) to address the Office of Civil Rights Resolution. The equity specialist will also work with the Office of Human Resources to address the Wisconsin DPI's Inequitable Teacher Distribution Plan. To reinforce the revision to Administrative Policy 1.04, Nondiscrimination, Project AWARE is

beginning to coordinate gender-inclusion supports already within the district and those outside of the district to create on-the-ground support for students to have safe advocates in schools.

The Wisconsin Department of Public Instruction (DPI) will collaborate with MPS to provide free equity and culturally-responsive training for MPS. In fall 2018, the Wisconsin DPI’s Disproportionality Network is offering an Equity and Social Justice Summit to MPS since it is the largest district and is working on implementing the Equity Policy. In spring 2019, the DPI Network will also provide Beyond Diversity, a two-day seminar, to MPS educators and communities to understand the impact of race on students’ learning and to investigate the role that racism plays in institutionalizing disparities in academic achievement. The United Way Community Schools Partnership is also an important partner in these two opportunities.

Next Steps for Equity Policy/Procedure Implementation

Efforts will continue to engage specific departments and offices in equity and culturally-responsive professional development. The goal is to provide equity and CRP training for individuals and teams that develop district-wide professional development. By establishing a common understanding, these teams can conceptualize equity and culturally responsiveness within their trainings.

In October 2018, a group of 30 administrators comprising principals, chiefs, regionals, directors, supervisors, and managers will work to develop a guidance document to accompany Administrative Policy and Procedure 1.06. District audit data will be analyzed to identify and prioritize areas of greatest inequities. The team will determine which offices and departments are needed to address the prioritized issues. As the guidance is being developed, measurable outcomes and strategies to proliferate equity education and culturally-responsive practices within MPS will be determined. The final guidance document will be presented to the Board of Directors by January 2019.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

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(Item 4) Report with Possible Action on Mental Health Supports

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

Background

In Milwaukee Public Schools (MPS), a Trauma-sensitive Schools model has been developed and adopted to better serve students holistically. The model includes activities and strategies which early evaluation outcomes show promote overall better mental wellness of students, leading to better academic outcomes. The District is implementing social and emotional learning, Restorative Practices, anti-bullying efforts, and a school-based mental health project all within a multi-tiered system of support.

A multi-tiered system of support traditionally has three tiers or levels of layered supports: Tier 1 supports are offered for all students, which in a trauma-sensitive schools model include social and emotional learning, relationship building, anti-bullying efforts and mental health and wellness education. The Second Step curriculum is being used for most students in grades K-8; Act Now! bullying prevention curriculum is being used with students in grades K-5; and Restorative Practices is being used at traditional middle schools and high schools.

Tier 2 includes individual and small-group intervention and mental health consultation, including collaboration with families and community partners.

Tier 3 includes an educational wraparound focus that can include therapeutic intervention and in-depth collaboration and planning among students, staff, family, and community.

[Additional information is included in the attachments to the minutes of your Committee’s meeting.]

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Changes to the Organizational Structure for the Office of Academics and the Office of Communications and School Performance

The Superintendent is requesting approval of the reorganization of two offices — the Office of Academics and the Office of Communications and School Performance — in order to realize greater efficiency and effectiveness of programs and services that impact upon students.

The district’s overall organizational chart remains the same. The proposed changes to the Office of Academics and the Office of Communications and School Performance are detailed in the attachments to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.03,Administrative Organization Plan

Fiscal Impact Statement

The proposed revisions to the organizational charts of the Office of Academics and the Office of Communications and School Performance will be reflected in the fall budget adjustments.

Implementation and Assessment Plan

Upon approval by the Board, the proposed organizational changes within the Office of Academics and the Office of Communications and School Performance will be made.

Committee’s Recommendation

Your Committee recommends that the Board approve the proposed changes to the organizational charts of the Office of Academics and the Office of Communications and School Performance as detailed in the attachments to the minutes of your Committee’s meeting.

The Administration had requested that this item be set aside for separate consideration in order to request that “Dual-language/Immersion Schools” be added under the Department of Bilingual Multicultural Education in the organizational chart for the Office of Academics.

Director Báez moved approval of the Committee's recommendation, with the organizational chart for the Office of Academics to be amended to include Dual-language/Immersion School under the Department of Bilingual Multicultural Education.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

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(Item 2) Report with Possible Action on the Planning of the 2019-2020 (FY20) Budget Parameters

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

Background

The Board, by state statute (Wisconsin Statute §120.12), is required to adopt an annual budget.

The MPS community is beginning the process of defining budget parameters and high-leverage strategies to be used in the planning and development of the 2019-20 (FY20) budget. As part of this process, identifying methods for gaining the community's input and participation will be discussed and implemented.

FY20 is the first year of the State's biennial budget cycle. As such, the state parameters are not known.

The following items have been preliminarily identified to be included in the FY20 budget planning:

1. The budget will be prepared based on state law.
2. The budget will take full advantage of the revenue limit in order to maximize services for students.
3. The Milwaukee Board of School Directors will consider repurposing and adjustments of educational programs, as well as departmental budget adjustments, as necessary to promote student achievement and to maintain a balanced budget.
4. The Board will consider salary increases for all employee groups through the budget and negotiation processes to attract and to retain qualified staff.
5. The Board will consider changes in benefits for eligible employees through the budget process to identify cost savings and to increase efficiencies.
6. Operating efficiencies will continue to be reviewed and considered throughout the budget process.

In addition, strategies to improve student achievement are being considered that impact upon the budget, including, but not limited to, the following:

1. one instructional calendar
2. the Long-range Facilities Master Plan
3. the Regional Development Plan
4. rethinking transportation to create efficiencies and to support regional development.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) Report with Possible Action on the District-Wide Equity Audit

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 November 30, 2017, the Board adopted Resolution 1718R-006 regarding a District-Wide Equity Audit. Through adoption of the Resolution, the Board directed the Office of Accountability and Efficiency (OAE) to conduct a district-wide equity audit to gather baseline data to use as a starting point for measuring progress towards the district’s equity goals.

The OAE continues to work with the Administration in developing the systems to monitor and to inform decisions on equity. While the work is ongoing, many school -evel data points have been considered, and key correlations are presented for review.

Key takeaways from the analysis show that:

- student achievement at the school level has a strong positive correlation to staff attendance and staff tenure and a strong negative correlation to staff turnover; and
- the student stability rate has a strong positive correlation to achievement and student attendance and a strong negative correlation to office discipline referrals (ODRs); and
- the average teacher tenure rate has a strong negative correlation to ODRs, while the number of school leaders in the past five years has a positive correlation to ODRs.

The strength of the relationship between each of the data points reviewed is presented in the attachment to the minutes of your Committee’s meeting.

The OAE will continue to work with the Administration to explore next steps based on the review of equity measures.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

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(Item 4) Report with Possible Action on the Black Lives Matter Initiative

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

Background

In May 2015, the Board adopted Resolution 1516R-001 regarding the Black Lives Matter Initiative. Since that time, district staff have been working with the community to implement the resolution.

The update attached to the minutes of your Committee’s meeting provides an overview of the progress that has been made, alignment to the Five Priorities for Success, as well as next steps.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 5) Report with Possible Action Regarding Bilingual/Multicultural Education

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 June 19, 2014, the Board adopted Resolution 1415R-003 regarding bilingual/multicultural education. Since that time, district staff have been working with the community to implement the resolution.

The update attached to the minutes of your Committee’s meeting provides an overview of the progress that has been made, alignment to the Five Priorities for Success, and next steps.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12), Rufus King International High School (Grades 9-12), and Casimir Pulaski High School (Grades 9-12) for the 2019-20 School Year

Background

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Wisconsin Department of Public Instruction (DPI) stating the reasons why it would like the school term to start earlier. DPI may grant a request if it determines that there are compelling reasons for doing so.

By approving the Administration’s recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 5, 2019) for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2019-20 school year. The request will cite the fact that the post-September 1, 2019, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the 2018-19 school year, and it was granted by the DPI.

Fiscal Impact Statement

The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2019, deadline for an early start date for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 5, 2019) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2019, deadline for an early start date for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

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

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(Item 2) Report with Possible Action on the MPS Ambitious Instruction Roadmap

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 MPS Ambitious Instruction Plan is closely aligned to the Five Priorities for Success and has a strong emphasis on reading, writing, and mathematics. The Ambitious Instruction Plan sets high expectations for students and develops cultural competence with a focus on language acquisition based on context and connects students' learning to lived experiences. The Plan promotes the use of differentiated formative and summative assessments to inform instruction. Staff members work together to understand learners.

To ensure that the Ambitious Instruction Plan is implemented with fidelity, the Ambitious Instruction Roadmap was created to delineate corresponding professional development on a month-by-month basis beginning in October 2018 and running through the end of the current school year.

[Additional, detailed information is included in the attachments to the minutes of your Committee's meeting.]

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(Item 3) Report with Possible Action on Comprehensive School Counseling Program Activities to Improve Postsecondary Outcomes

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

Background

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which directs that a report on comprehensive school-counseling program activities to improve postsecondary outcomes must be provided to the Board of Directors every October.

During the 2017-2018 school year, the comprehensive school counseling program implemented and collaborated on a number of activities and strategies to increase postsecondary outcomes for students in Milwaukee Public Schools. Additionally, 2017-2018 was the first year of the statewide requirement for all students in public schools to engage in academic and career planning (ACP). Milwaukee Public Schools, which is one of the ACP pilot districts for the Department of Public Instruction, already was engaging students in the ACP process. The comprehensive school counseling program is closely aligned with the ACP process.

The activities implemented in 2017-2018 for improving postsecondary outcomes included the following:

1. School Counseling Curriculum — grades K5-12
2. ACP Conferences — grades 5, 7, 9, 11
3. ACP School Teams and School Plans — All schools
4. Career Fair — grades 3-8
5. Job Fair — students over 16
6. College Application Week — grade 12
7. Cash for College Campaign — grade 12
8. FAFSA Campaign — grade 12
9. Scholarship Campaign — grade 12
10. COSBE Be the Spark — grade 7
11. M-cubed University of Wisconsin-Milwaukee visits — grades 9-10
12. M-cubed Milwaukee Area Technical College visits — grade 10
13. Day of Hope — grades 9 & 12
14. Career Exploration Day — grade 10
15. ACT Test Prep — grade 11
16. Decision Day — grade 12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.32, Comprehensive School Counseling Program

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(Item 4) Report with Possible Action on Student Work Readiness

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

Student workforce readiness receives broad support at the national, state and district levels. Workforce readiness is a major tenant of NAF Career Academies, is strongly supported through the state’s Department of Workforce Development Youth Apprenticeship Program, is a requirement in every student’s Academic and Career Plan, and is a focus in career and technical education (CTE).

CTE plays an important role in preparing students for success in the global workforce, which includes providing students with work-based learning experiences such as internships and youth apprenticeships. These experiences provide students with opportunities to apply skills learned in the classroom and teach the necessary employability skills and behaviors to be successful in the workforce.

In the 2017-2018 school year, CTE staff built the infrastructure and put systems in place to expand workforce readiness throughout the district. That structure continues with some improvements for the 2018-2019 school year.

- All 7th-grade classrooms will visit local industry partners as part of the Council of Small Business Executive’s (COSBE) Be the Spark program (3,739 students in 2017-2018).
- Each high school has a main point of contact to coordinate communication and work-based learning activities with CTE.
- The College and Career Center staff regularly assists students with resumes, job searches, and job applications.
- Work-readiness sessions to prepare students for internships and youth apprenticeships are scheduled from September through February and will be held with 23 high schools (1,672 students participated in 2017-2018).
- A job board for students is on Career Cruising and on all high-school websites and is updated weekly.

- Informational sessions will be held throughout the year to recruit and to inform employers about opportunities for their participation in youth apprenticeships and internships (three session with 150 participants in 2017-2018).
- The second annual all-district job fair is scheduled for March 13, 2019 (656 students and 55 employers participated in the March 2018 job fair, producing at least 200 jobs).
- Informational sessions will be held for students and their families to learn about and to apply for internships and youth apprenticeships.

As reported in June 2018, at least 2,255 students had some sort of work experience during the 2017-2018 school year, including students who worked in summer 2017.

In summer 2018, Career and Technical Education staff coordinated 121 student job placements, and 445 students participated in the Mayor’s Earn and Learn program through Employ Milwaukee. These numbers will be reflected in the 2018-2019 student job totals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board’s Delegates

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

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

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

Academic Achievement

- Attended various district events, including:
 - o Black & Latino Male Achievement (BLMA) Department’s Monthly Mentoring Kick-off
 - o MPS FAFSA campaign kick-off
 - o Playfield renovation groundbreaking at Columbia Playfield
 - o MPS Foundation’s Alumni Awards
 - o iFair at Washington High School
 - o NAF Advisory Board’s meeting at James Madison Academic Campus
 - o Community meeting at Daniel Webster Secondary School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee’s children and families with local leaders, including:
 - o Danae Davis, Executive Director of Milwaukee Succeeds
 - o Grady Crosby, Johnson Controls
- Attended various community events, including
 - o HBCU/Tribal College Fair at Vincent High School

- o Fire Prevention Week Kick-Off at the Survive Alive House
- o Urban Music’s Leadership Conference
- o Helen Bader’s opening
- Attended the COEL Advisory Board’s meeting at Cardinal Stritch University
- Attended the Milwaukee Public Library Board’s meeting
- Attended the Black Male Achievement Advisory Council’s meeting

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
 - o Keith Posley, Ed.D., Superintendent of Schools
 - o Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
 - o Paul Phillips, Milwaukee Board of School Directors
 - o Larry Miller, Milwaukee Board of School Directors

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RESOLUTIONS

Resolution 1819R-009

By Director Miller

WHEREAS, The Black Lives Matter Resolution 1516R-001 was adopted by the Milwaukee Board of School Directors on April 28, 2015; and

WHEREAS, Resolution 1516R-001 calls for:

- creating safe spaces, quality restorative-justice practices, community and parental involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural ignorance, and stereotypes of Black youth;
- discussions that lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust and cultural relevance, reviewing and strengthening of curriculum, and creating critical ethnic studies;
- bringing community into our schools and strengthening schools as centers of support for communities; and
- the district to review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

WHEREAS, The national Black Lives Matter movement has called for a “Black Lives Matter at School Week” for the week of February 4, 2019, to focus on the need to:

- replace harsh zero-tolerance disciplinary policies which disproportionately suspend students of color with a restorative practices;
- establish African American studies and other critical ethnic studies in all schools; and
- increase the hiring, training, and support of Black teachers and other teachers of color; now, therefore, be it

RESOLVED, That the district support the “Black Lives Matter at School Week” of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That district-wide activities (issues forum, youth culture night, etc.) be considered for the week; and be it

FURTHER RESOLVED, That an advisory planning committee of students, community, parents, teachers, and school and administrative staff be established to advance this effort.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 1819R-010

By Director Miller

WHEREAS, The MPS Administration has attempted, in many schools, to fund staffing to stand up and ensure the integrity of needed programs to serve our students, even with enrollment decreases; and

WHEREAS, The district goes through the painful process of excessing staff each year because of decreases in student enrollment, funding, certified teachers, and other reasons; and

WHEREAS, In many schools, classes have been in place for as long as 10 weeks before excessing and program change occurs; and

WHEREAS, The excessing process leading to the ending of classes, having students switch classes and teachers, and the ending of needed and advanced programs all lead to significant disruption having an effect on students and their educational experience; and

WHEREAS, The disruption to schools is often more prevalent in lower-performing schools; schools in poor neighborhoods; schools populated almost completely by economically disadvantaged students; schools that have no entrance requirements and accept all students; schools that accept students returning from incarceration, expulsion, and administrative transfer; schools attempting to establish new programs; and schools attempting to redefine themselves; now, therefore, be it

RESOLVED, That the Administration and the Office of Accountability and Efficiency perform an audit of the district's excessing policies, practices, and history through an equity lens; and be it

FURTHER RESOLVED, That a report on the findings of the audit be provided to the Board of School Directors no later than the February 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 Co-Managers of the Office of Accountability and Efficiency — which had been deferred to the end of the agenda.

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.

Noes — None.

The Board retired to executive session at 9:05 PM.

The Board adjourned from executive session at 10:36 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk