

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 25, 2018

The regular meeting of the Board of School Directors was called to order by Vice-President Miller at 6:35 PM.

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

Vice-President Miller asked for a moment of silence to commemorate the passing of eight members of the MPS family:

- Xavier Shurn, a fifth-grade student at Emerson School, who passed away on December 30, 2017;
- Carlito Wilborn, a tenth-grade student at Milwaukee Marshall High School, who passed away on January 11, 2018;
- Dr. Gordon S. Leonard, a retired supervisor from the Department of Psychology, who passed away on December 29, 2017;
- Erma Cannon, a retired principal, who passed away on January 5, 2018;
- Robert Harris, Jr., a retired principal, who passed away on January 8, 2018;
- Maceo Truss, a children’s health assistant at Milwaukee Academy of Chinese Language, who passed away on January 10, 2018;
- Irvin Charne, who was instrumental in the desegregation of Milwaukee Public Schools and passed away on January 10, 2018; and
- Brian Evans, a graduate of Hamilton High School, who passed away on January 9, 2018.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Jennifer and Joe Bartolotta**

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:

Jennifer and Joe Bartolotta

Jennifer and Joe Bartolotta have been outstanding partners, instrumental in the planning, implementation, and success of the culinary arts programs at Bay View, James Madison, Vincent, and Washington high schools. From the idea’s inception two years ago through today, Jennifer and Joe’s commitment to the success of this program has been continual and unwavering. The Bartolottas have given a significant investment of time into the culinary arts program — from the start of the program to fundraising to implementation, they have made it work for hundreds of MPS kids. Prior to the program’s launch, Joe and Jennifer spearheaded a major gala fundraising effort that raised \$185,000.00 for the program. Jennifer and

Joe provided all of the food, beverages, and table service for this gala free to MPS, enabling us to get a good start on the program's implementation.

Both Jennifer and Joe continue their commitment even after the excitement of the start-up of the culinary arts program. This continued commitment provides ongoing momentum and investment of time, talent, and treasure from community organizations and chef mentors.

Jennifer's presence in and influence on the program cannot be overstated: She has recruited top local chefs to work as mentors in our classrooms on a weekly basis and volunteers much of her own time to mentor and lend her expertise to each of the four schools. The mentoring provided by Jennifer and local chefs has been a unique difference-maker for our students and this program. She has made connections for us to numerous partners, using her vast network to plug our teachers into catering and other volunteer events, providing our students with awesome, real-world opportunities. She has worked tirelessly to use that vast network to support the program and to attract positive media coverage. She regularly collaborates with our teachers and administrators to ensure the program's high quality through continuous improvement efforts.

Most recently, Joe and Jennifer's restaurant expertise was critically important to the planning process and construction of our new culinary lab space at Washington High School of Information Technology (WHS). WHS's students are now able to work with the same kind of commercial-grade equipment as that found in restaurants, preparing them for future opportunities in culinary careers. Finally, Jennifer and Joe do not focus only on our schools, but they bring our students into their restaurants. They hire our youth, providing them with income and experience beyond the classroom.

Personally, they keep MPS front and center, applauding and sharing the good-news stories coming out of MPS and providing endless moral support to its leaders and staff. They are the definition of "MPS Champions."

The Milwaukee Board of School Directors recognizes and honors Jennifer and Joe Bartolotta for their dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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## **APPROVAL OF MINUTES**

The minutes of the special and regular board meetings of December 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**

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The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District's goals of academic achievement; student, family and community engagement; and effective and efficient operations. Activities from late December through mid-January are included in the following report.

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

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##### *The City Review*

The BMO Harris Bradley Center's floor once again belonged to the Milwaukee Public Schools' student athletes as teams from seven MPS schools participated in The City Review. This was the fifth year of the event, which brings some of the area's best players under one roof on one night. The event comes as the district continues to increase athletic opportunities for students.

The schools participating were South Division High School (Boys), Barack Obama SCTE (Boys), Vincent High School (Girls), Rufus King International High School (Girls), Vincent High School (Boys), Washington High School (Boys), Hamilton High School (Boys), and Riverside University High School (Boys).

### *HERO Headquarters Provides Fun Reading Space for Students*

Ha Ha Clinton-Dix, Green Bay Packers' safety, deserves a Lambeau Leap for his work to promote literacy at Benjamin Franklin Elementary School. Together with partner Quarles & Brady, Clinton-Dix worked with school leadership to build a reading oasis for students. The space, known as HERO Headquarters, was dedicated on Tuesday during a special ceremony at the school.

Franklin students now have a comfortable, cheerful reading space complete with carpet, beanbags, and cozy chairs. The area is decorated in a Green Bay Packers theme, complete with images of Clinton-Dix. Students in pre-kindergarten through grade 8 will be able to browse and enjoy 600 new books that fill the shelves of the HERO Headquarters.

During the kick-off event, Quarles & Brady provided drawstring bags stuffed with books for every student. Having books at home is vital to students who struggle with reading. In low-income households, books are often a luxury. Students were excited to unpack their bags and explore their new books.

Clinton-Dix kicked off his Ha Ha's HERO Foundation in 2017 with the goal to support education. Franklin's new reading oasis is his very first HERO Headquarters, and the Packers' safety plans to open two more new spaces this year.

### *MPS Combined Giving Campaign*

Through my role on the Board and as Chair of the Volunteer Engagement Committee, I announced the results of the United Way of Greater Milwaukee & Waukesha County's Season of Caring's goal and participated in the closing ceremony. Milwaukee Public Schools really made an impact through giving and engaging our staff and partners through various volunteer efforts. Congratulations, we surpassed all goals! I was especially proud of MPS when we were recognized for our efforts at the United Way Season of Caring Celebratory Breakfast. MPS hosted the Wisconsin ESSA Leadership Learning Community's working group's meeting at the MPS Foundation Office. This year, MPS's unofficial contribution total is \$223,478. Our schools raised \$170, 827, and MPS had a total of 1,741 donors.

### *Anti-Bullying Message Promotes Peace, Healing*

I gave brief remarks at an Anti-bullying Music Video release event. Talented MPS students are featured prominently in a new video designed to reach out to bullies and their victims. Tracey Dent, a member of the executive committee of the MPS District Advisory Council, produced the video to suggest solutions for the problem of bullying. Their powerful message promotes peace and healing, a message that we'll continue to promote throughout the district.

Titled *No Amount of Tears*, the video was produced in coordination with the City of Milwaukee Health Department's Office of Violence Prevention and includes an original song by Quinlan Bishop. The video was filmed at Milwaukee Excellence Charter School. Featured are Azaria Giboney, a student at Pierce Elementary School, and powerful vocals by Jahbarri Bradshaw and Ebony Loren of Milwaukee High School of the Arts.

### *WTMJ 620 AM Interview*

I was interviewed by WTMJ 620 AM Radio host John Mercure. The topic was the Be the Spark program, which was created in 2014 to work with MPS students to reach them at a younger age and to begin introducing them to different career paths within business.

### *WNOV Interview*

I shared district updates on Milwaukee's WNOV Radio station with host Jermaine Reed.

### **Meetings from Late December through Mid-January**

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(1) I hosted a group of rural district school administrators and state legislators. We boarded a school bus for a full day as we visited four of our schools, highlighting several of our programs and labs. We ended

the day with dinner. This was a phenomenal day and opportunity to collaborate and to deepen relationships with other districts and legislators while showcasing MPS. Kudos to our staff and partners for planning such a special day!

(2) My team and I celebrated our CATP students with a holiday gathering, thanking them for their great work at Central Services.

(2) I held a Bradley Tech Leadership Support meeting, followed by presenting district updates at another Parent Coordinator Institute meeting.

(4) I held the GE Foundation Steering Committee's meeting. We revisited the GE Foundation's goals for the school year, reviewed the budget at a glance, and discussed the GEF grant's updates and special projects.

(5) I met with staff from the National Partnership for Early Childhood Literacy out of Chicago, IL, to discuss a literacy grant opportunity for MPS.

(5) I gave the monthly address at the MPS Principal's Leadership Institute, followed by a meeting with Lt. Governor Rebecca Kleefisch.

(6) I held a phone call with the President/CEO of Superior Support Resources regarding his interest in re-engaging with our Youth Apprentice Program.

### **Awards/Recognition**

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#### *MPS Teachers Are Honored for Their Work*

This fall, two MPS physical education teachers received awards from Wisconsin Health and Physical Education. Keith Barton from Mitchell School was named Middle School Physical Education Teacher of the Year, and Dave Weidenbach, who teaches at both Honey Creek Charter School and Howard Avenue School (now Bay View Montessori School), was honored with the Jump Rope for Heart/Hoops for Heart Award.

Keith Barton, who has been with MPS more than ten years, has 20 years of teaching experience. He sets an example for his students by maintaining his own physical fitness. With two master's degrees, his career is focused on ongoing learning, adaptation to instruction, and high standards. His work earned him honors as Teacher of the Year.

Dave Weidenbach was recognized for his work with Jump Rope for Heart that goes back to 1992. He exceeded fundraising goals most years and excelled at heart-health awareness in association with the program.

At the awards ceremony, Brett Fuller, curriculum specialist for MPS, was also honored as outgoing past president for his leadership of Wisconsin Health and Physical Education. Fuller received the Channing Mann Physical Education Administrator of the Year Award from SHAPE America last year. This is the fourth time in the past five years that an MPS teacher was named a PE teacher or health teacher of the year.

#### *MPS Student Princess Vaulx Wins Merit Award in National Youngarts Competition*

More than 8,000 students from 47 states applied to compete in nine disciplines in the 2018 YoungArts competition. In November, results were finalized, and 700 student artists earned recognition in three tiers. Princess Vaulx, a senior from Milwaukee High School of the Arts (MHSA), was one of 270 performers to win a Merit Award.

Princess's entry required her to perform and submit four songs from different genres of jazz. Her selections were "Autumn in New York" by Vernon Duke, "Sunny Side of the Street" by Jimmy McHugh, "Jeannine" by Duke Pearson, and "Softly, As in a Morning Sunrise" by Sigmund Romberg. She plans to study music in college and is currently considering Howard University and Florida State University.

Princess is the sixth MHSA student to receive recognition from YoungArts since 2011. Milwaukee High School of the Arts has a long reputation in Milwaukee of delivering one of the finest high-school arts programs in the city. Across the district, expanded arts programs are an example of many initiatives that are part of MPS's Eight Big Ideas to improve student achievement, to educate the whole child, and to leverage creativity to enhance the student experience.

#### *Teacher Desire Tyler Honored for Dedication To Dr. King*

On Friday, teacher Desire Tyler was surprised in front of her class at Trowbridge School of Great Lakes Studies by Principal Thomas Matthews and representatives from the Marcus Center. Tyler was honored for her dedication to teaching students about the life and beliefs of Dr. Martin Luther King, Jr. During her 30 years of teaching in MPS, King's legacy has been an important part of her curriculum.

Tyler has been active in enrolling her students in the annual Dr. Martin Luther King, Jr., art, speech, and writing contests. At least seven of her students have been winners under her guidance. Milwaukee has celebrated King’s birthday annually since 1984 and is one of only two cities in the United States to mark the holiday for this length of time.

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**(Item 2) Report with Possible Action Regarding Milwaukee Children’s Savings Account Initiative**

**Background**

The Milwaukee Children’s Savings Account (CSA) program is an action item contained in a report developed by the Department of City Development titled “Growing Prosperity: An Action Agenda for Economic Development in the City of Milwaukee.” This report called for researching national Children’s Savings Account models as a strategy to support the academic success of Milwaukee’s children and to ultimately grow the City’s workforce. Prosperity Now, a national non-profit experienced in designing CSA programs, supported the development of a plan that serves as a guide for the program’s implementations

*Why Does Milwaukee Need a CSA Initiative?*

**Growing Prosperity**

Only 36.5% of African-American students and only 32.3% of Hispanic or Latino students had plans to go to college, compared with 45.9% of White students and 51.6% of Asian students.

Post-Graduation Plans for Milwaukee Public Schools Class of 2012			
Ethnic Group	College	Vocational or Technical School	Job Training
Asian 51.6%	14.4%	0.8%	
African-American	36.3%	23.6%	0.5%
Hispanic or Latino	32.3%	21.2%	1.7%
Hispanic or Latino	32.3%	21.2%	1.7%
White, Non-Hispanic	45.9%	13.7%	0.8%

*Source: Wisconsin Department of Public Instruction, 2012*

CSAs are an important strategy for raising young people's expectations for their futures: low- and moderate-income children who have between \$1 and \$500 in savings for college are three times more likely to enroll in college and four times more likely to graduate than are those whose families do not have college savings.

*Milwaukee CSA Initiative’s Goals*

**1. Increase post-secondary educational attainment rates**

Reduce the gap in educational attainment and increase the percentage of students who complete post-secondary education to ensure that Milwaukee has a 21<sup>st</sup>-century workforce that is positioned for economic mobility

**2. Improve financial capability**

Increase participating the financial capacity of children and their families to enable them to effectively manage financial resources and to improve their financial security.

*Key Program Features*

- Automatic enrollment in kindergarten (K5), with parents having the choice to opt out
- Led by a public private partnership with Edvest
- Program will open a master 529 Edvest account, and parents will be encouraged to open their own personal 529 accounts
- Paired with financial empowerment tools and asset-building services for children and families
- Initial deposit of \$25 upon enrollment and incentives for student and family accomplishments

- Intended to serve over 24,000 students during first three years of the initiative

#### *Tracking Outcome Measures*

Outcome Measure	Data Source
Attendance rate	MPS/other schools' databases
Children with savings for college	Program database
Children's and families' postsecondary education expectations	Surveys of children and parents/guardians
Standardized test scores	MPS/other schools' databases
High school graduation rate	MPS/other schools' databases
Postsecondary enrollment	National Student Clearinghouse
Postsecondary completion	National Student Clearinghouse

#### *Stakeholder Engagement (Sep-Dec 2017)*

##### **CSA Workgroup Members**

- WI 529 College Savings Plan
- Boys & Girls Clubs
- Great Lakes Higher Education Guaranty Corp.
- Greater Milwaukee Foundation
- Guaranty Bank
- Journey House
- Secure Futures
- Milwaukee Succeeds
- TIAA-CREF
- United Way of Greater Milwaukee & Waukesha Co.
- MPS

##### **Philanthropy**

- Herb Kohl Philanthropies
- MATC Foundation
- Bradley Foundation
- Milwaukee Bucks Foundation

##### **Corporate & Civic**

- Milwaukee 7
- Greater Milwaukee Committee
- Metro Milwaukee Assn of Commerce

##### **Education & Policy**

- UEDA and Financial Equity Group
- MPS and MPS Board
- Bruce-Guadalupe Community School
- Milwaukee College Prep
- Community Advocates Public Policy Institute

##### **National Networks**

- National League of Cities
- Upper Midwest Consortium
- College Kids (St. Louis)
- Promise Indiana
- Harold Alfond College Challenge (Maine)

**Lived-experience Focus Groups with:**

- MPS Parents & District Advisory Council;
- WWBIC (Make Your Money Talk);
- COA teens

**Key Next Steps**

1. Confirm data-sharing and partner agreements
2. Identify key partners and champions (e.g., funders, college-access and success leaders, corporations)
3. Identify university partners who can lead research/evaluation and support college access, exposure, and success
4. Convene funders and champions {1<sup>st</sup> Quarter of 2018}
5. Launch CSA Initiative {2018-2019}

**Strategic Plan Compatibility Statement**


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Goal 2, Student, Family and Community Engagement

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


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

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**(Item 3) Report with Possible Action on Tuition Assistance for Paraprofessionals Seeking Teacher Licensure****Background**

At its December 21, 2017 meeting, the Milwaukee Board of School Directors took action regarding tuition assistance for paraprofessionals seeking teacher licensure. As part of that action, the Administration was asked to develop an informational report for the January Board meeting outlining the basic elements of the plan to support paraprofessionals in the pathway to becoming teachers.

Below are the details of the eligibility requirements, application process, program non-compliance repayment terms and other fiscal considerations.

Below are the details of the eligibility requirements, application process, program non-compliance repayment terms, and other fiscal considerations:

**Eligibility Requirements:**

- Must be employed with Milwaukee Public Schools (MPS) for a minimum of two (2) years
- Must have a minimum of 48 credits
- Must be enrolled in a teacher education/certification program
  - letter of acceptance by an accredited college, and
  - proof of enrollment submitted to MPS 30 days prior to the first day of class
- Letters of recommendation from
  - principal or assistant principal
  - teacher
- Must commit to MPS for three years after completion of degree
- Must maintain a 2.5 GPA through duration with the program

**Repayment Terms Due to Non-Compliance with the Program:**

- Repayment for leaving after becoming a certified teacher:

- 100%, if leaving prior to completion of one year of employment
- 50%, if leaving prior to completion of two years of employment
- 25%, if leaving prior to completion of three years of employment
- Participants must repay 100% of the funds if they decide not to pursue certification

**Application Process:**

- Opportunity will be posted each semester
- Applicants submit the application materials
- Applications will be reviewed and interviewed by a panel. The selected candidates will be admitted into the upcoming semester.
- Applicants not awarded the scholarship in one year can reapply in subsequent years, if funds are available

**Other:**

- IRS regulations apply, maximum payment of \$5,250 per calendar year
- Payments will be made directly to the accredited college
- Payments are limited to the fiscal year budget approved by the Milwaukee Board of School Directors
- All classes paid under the MPS tuition-assistance program shall not be eligible for MPS tuition-reimbursement program
- Any amounts paid by any scholarship/grants shall not be eligible to be paid under the tuition-assistance program

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.01 - General Personnel Policies

*By unanimous consent, this item was held until the February 2018 regular meeting of the Board.*

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

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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

As of the writing of this update, officials at the federal level are working to pass legislation that will provide the funding necessary to avoid a government shutdown. At the state level, Assembly Bill 693, concerning new provisions related to student discipline, received an extended hearing and drew strong and consistent opposition.

An update on the results of recent special elections was also provided.



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

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

**Background**

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Current Project Updates

**Board Resolutions**

1. Background

The OAE has been working on the following projects that have been defined by the Board through the adoption of these recent resolutions.

- Resolution 1718R-002 by Director Bonds to Revise Administrative Policy 6.37, Limited-Term Employment (LTE) Positions;
- Resolution 1718R-003 by Directors Falk and Harris Regarding an Inventory of District Property of Artistic, Historic, or Monetary Value;
- Resolution 1718R-006 by Director Bonds Regarding a District-Wide Equity Audit;
- Resolution 1718R-007 by Director Bonds Regarding a District-Wide Assessment of Substitute Teachers;

Additionally, the Board is considering action tonight on the following resolution.

- Resolution 1718R-011 by Director Bonds Regarding a District-Wide Assessment of Diversification of Workforce.

2. Update

The OAE has been working jointly with the Administration to revise Administrative Policy 6.37, Limited-Term Employment (LTE) Positions. The updated policy should be available for the next scheduled meeting of the Committee on Legislation, Rules and Policies in February 2018.

The OAE continues to work on the balance of the resolutions, consistent with the Board-directed back-by dates for the report. The OAE will also work with the Administration on policy revisions regarding the reporting and approval of salary changes to district staff, consistent with the actions taken by the Committee on Accountability, Finance, and Personnel on January 9, 2018, contingent upon approval by the Board.

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of January 3, 8, 11, 12, 16, 17, 18, and 19, 2018.

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

Ayes — Directors Bonds, Falk, Harris, Phillips, and Woodward, and Vice-President Miller — 6.  
Noes — 0.

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## REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- From the report of the Committee on Accountability, Finance, and Personnel
  - Item One, *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*, was set aside at the request of Director Bonds.
  - Item Eight, *Action on a Request to Approve an Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building located at 5496 North 72<sup>nd</sup> Street*, was set aside at the request of Director Falk.
- From the report of the Committee on Strategic Planning and Budget
  - Item Three, *Action on a Request to Approve Fiscal Year 2018-19 Budget Parameters*, was set aside at the request of Director Bonds.
- From the report of the Committee on Student Achievement and School Innovation
  - Item Three, *Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Kathryn T. Daniels University Preparatory Academy*, was set aside at the request of Director Falk.
  - Item 6, *Report with possible action regarding the U.S. Department of Education Office of Civil Rights (OCR) Compliance Review*, was set aside at the request of Director Miller.

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

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.  
Noes — 0.

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

**Classified Personnel Transactions**

Ethnic Code	Name	Position and Salary	Date
<u>New Hires</u>			
2	Tonya Armstrong	Building Service Helper I \$12.18 per hour	11/27/2017
2	Tyrees El Amin	Building Service Helper I \$12.18 per hour	12/04/2017
4	Alipio Gonzalez	Building Service Helper I \$12.18 per hour	12/04/2017
2	Alisha Harris	Building Service Helper I \$12.18 per hour	12/04/2017
5	Faye Hollencamp	Building Service Helper I \$12.18 per hour	11/27/2017
2	Tiara Johnson Roth	Building Service Helper I \$12.18 per hour	12/04/2017
2	Emanuel King	Building Service Helper I \$12.18 per hour	11/27/2017
5	Marshall Moeck	Building Service Helper I \$12.18 per hour	12/04/2017
2	Criss Ross	Building Service Helper I \$12.18 per hour	11/27/2017
2	Matthew Thomas	Building Service Helper I \$12.18 per hour	11/27/2017
2	Latisha Allen	Para Ed Assistant \$18,315.98	12/04/2017
5	Benjamin Binversie	Para Ed Assistant \$18,315.98	12/04/2017
4	Claudia Blanco	Para Ed Assistant \$18,315.98	11/27/2017
5	Amanda Cain	Para Ed Assistant \$20,148.00	11/27/2017
4	Amy Crumble	Para Ed Assistant \$18,315.98	12/11/2017
2	LayShon Davis	Para Ed Assistant \$18,315.98	11/27/2017
5	Robert Ehler	Para Ed Assistant \$18,315.98	12/05/2017
2	Ann Eubanks	Para Ed Assistant \$18,315.98	11/28/2017
5	Jessica Fagan	Para Ed Assistant \$18,315.98	12/04/2017
4	Joselynd Falero Rivera	Para Ed Assistant \$18,315.98	12/04/2017
4	Luz Gonzalez	Para Ed Assistant \$18,315.98	12/12/2017
5	Magen Haffenden	Para Ed Assistant \$18,315.98	12/04/2017
2	Letisha Higgins	Para Ed Assistant \$18,315.98	11/27/2017
2	Kenneth Hill	Para Ed Assistant \$18,315.98	11/27/2017
2	Selena Johnson	Para Ed Assistant \$18,315.98	11/27/2017
2	Latoya Keeler	Para Ed Assistant \$18,315.98	11/27/2017

Ethnic Code	Name	Position and Salary	Date
2	Maria King	Para Ed Assistant \$20,072.58	12/05/2017
2	Jasmine Martin	Para Ed Assistant \$18,315.98	11/28/2017
5	Amy Metz	Para Ed Assistant \$18,315.98	12/01/2017
4	Juan Ortega	Para Ed Assistant \$18,315.98	12/04/2017
4	Carmen Pizarro	Para Ed Assistant \$18,315.98	11/27/2017
2	Jordan Ratliffe	Para Ed Assistant \$18,315.98	12/11/2017
5	Samantha Rivas	Para Ed Assistant \$18,315.98	11/28/2017
4	Kathy Rodriguez	Para Ed Assistant \$18,315.98	11/27/2017
4	Araseli Sanchez	Para Ed Assistant \$18,315.98	12/04/2017
2	Angelina Selkridge	Para Ed Assistant \$18,315.98	12/11/2017
2	Marquita Smith	Para Ed Assistant \$18,315.98	11/29/2017
2	Valyncia Traylor	Para Ed Assistant \$18,315.98	11/27/2017
5	Aaron Vierck	Para Ed Assistant \$18,315.98	12/06/2017
2	Darlene Williams Pittman	Para Ed Assistant \$18,315.98	12/06/2017
2	Ariel Wyatt	Para Ed Assistant \$18,315.98	12/05/2017
2	Sonji Cheely	School Safety Assistant \$22,819.92	12/01/2017
2	Leticia Fifer	School Safety Assistant \$22,819.92	12/01/2017
2	Dana Jackson	School Safety Assistant \$22,819.92	12/01/2017
2	Ashley Jones	School Safety Assistant \$22,819.92	12/01/2017
2	Edward Marshall	School Safety Assistant \$22,819.92	12/01/2017
2	Clayton Moore	School Safety Assistant \$22,819.92	12/01/2017
<u>Promotions</u>			
5	Zachary Glembin	Para Ed Assistant \$20,147.58	12/04/2017
5	Susan Taddey	Para Ed Assistant \$18,315.98	12/06/2017
2	Tsige Wodajo	Para Ed Assistant \$18,315.98	12/04/2017
2	Ryan Hansen	Truck Driver (Light) \$42,211.00	11/27/2017
<u>Rehires</u>			
5	Jennifer Bustos	Para Ed Assistant \$18,315.98	12/04/2017
4	Elin Chavez	Para Ed Assistant \$18,315.98	11/27/2017
2	Erica Mathews	Para Ed Assistant \$18,315.98	12/04/2017
2	Porscha Nation-Webb	Para Ed Assistant \$18,682.18	12/06/2017

**Certificated Appointments — Teachers**

Codes	Name and Position	Division	Salary	Date
4,r	Arellano, Jeanette AMP Art	B	\$41,476.56	12/13/2017
2,r	Conley Patterson, Sheila Special Ed Multicategorical	B	\$41,476.56	12/1/2017
7,nr	Ortiz Alicea, Liznette Special Ed Multicategorical	B	\$48,322.00	11/30/2017
5,nr	Pemberton, Breanne Early Childhood Special Ed	B	\$41,476.56	11/17/2017

**Certificated Appointments — Teachers, IB**

Codes	Name and Position	Division	Salary	Date
4,r	Esteves, Yaritza English as a Second Language	B	\$47,921.00	11/27/2017
5,r	Knopp, Joseph Multicategorical Comp Sen	B	\$49,926.00	12/12/2017
5,nr	Martin, Katie Head Start - ARRA	B	\$41,476.56	12/4/2017
2,r	Rogers, Marissa Special Ed Multicategorical	B	\$41,476.56	\$43,073.00
5,nr	Swim, James Science	B	\$41,476.56	12/4/2017
2,r	Teague, Kristopher Science	B	\$41,476.56	11/20/2017

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-residents
- (r) Residents
- 1 Native American..... 0
- 2 African American ..... 3
- 3 Asian/Oriental/Pacific Islander..... 0
- 4 Hispanic..... 2
- 5 White ..... 4
- 6 Other ..... 0
- Males ..... 3
- Females ..... 7

**Report on Certificated Resignations and Retirements**

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
<u>Certified Resignations</u>						
Retire	33.0	5	Diane Barbee	Teacher	Hampton	06/12/2018
Personal	0.4	5	Jason Basquin	Teacher	Morse	12/22/2017
Personal	0.2	5	Robin Braun	Teacher	Douglas	11/16/2017
Personal	3.1	5	Amelia Bromirski	Teacher	JMAC	10/20/2017
Personal	0.2	5	Ann Cain	Teacher	Gaenslen	11/07/2017
Retire	26.4	5	Jodi Conger	Teacher	Lincoln MS	05/22/2018
Retire	20.0	5	Elizabeth Davis	Teacher	Garland	06/12/2018
Other Work	1.4	5	Megan Devine	Teacher	Starms	12/22/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	19.7	5	Jeremy Goldberg	Teacher	Thurston Woods	12/01/2017
Personal	0.3	4	Areli Gomez	Teacher	Fratney	12/01/2017
Retire	28.0	5	Andra Gremer	Teacher	Riverside	05/22/2018
Retire	29.5	4	Santa Griego	Teacher	Longfellow	06/12/2018
Personal	1.3	5	Karen Hershenson	Teacher	Hartford	11/22/2017
Retire	42.0	5	David Hojnacki	Teacher	Morgandale	06/12/2018
Retire	32.3	2	Darlena Johnson	Teacher	53 <sup>rd</sup> Street	06/12/2018
Personal	8.2	5	Kristine Kaplan	Nurse	Central Svcs	01/10/2018
Retire	32.9	5	Miriam Koenig	Teacher	Lincoln Ave	06/12/2018
Retire	31.0	5	Eric Losin	Teacher	Meir	05/22/2018
Retire	33.8	5	Ruth Maegli	Chief	Central Svcs	03/23/2018
Retire	27.0	5	Rita Maiorelle	Teacher	Bruce	12/31/2017
Retire	16.0	2	Phyllis Mathews Turner	Teacher	Browning	06/12/2018
Personal	17.2	5	Debra McRoberts	Teacher	King MS	11/20/2018
Personal	1.2	2	Bernadine Muhammad	Teacher	Pulaski	11/30/2017
Retire	31.8	2	Rose Norman	Teacher	Holmes	01/04/2018
Retire	30.6	5	Kimberly Olszewski	Teacher	Garland	06/12/2018
Retire	33.0	5	Kelly Patschull	Teacher	JMAC	05/22/2018
Personal	1.0	2	Ida Pollard	Teacher	Thurston Woods	11/27/2018
Retire	29.9	5	Caroline Pritzlaff	Teacher	Riverside	05/22/2018
Retire	1.8	2	Cheryl Rhodes	Teacher	Congress	01/05/2018
Retire	33.9	5	Stacy Robarge	Teacher	Garland	06/12/2018
Retire	31.0	5	Elizabeth Schoone	Teacher	Neeskara	06/12/2018
Retire	33.4	5	Wendy Schulteis	Teacher	Zablocki	06/12/2018
Personal	0.2	5	Madison Skolnick	Teacher	Douglas	11/24/2017
Retire	34.0	5	Jill Trapp	Teacher	Zablocki	06/12/2018
Personal	0.3	6	Brittany Vilar	Teacher	Grantosa	11/29/2017
Retire	12.8	2	Laurelyn Williams	Teacher	Clemens	06/12/2018
<u>Classified Retirements</u>						
Retire	31.3	4	Jesus Castillo	Supervisor	Central Svcs	12/02/2017
Retire	25.1	5	Marilyn Kontowski	Sch Sec I	Central Svcs	12/04/2017
Retire	38.0	2	Calvin Leland	Safety Asst	School Safety	12/12/2017
Retire	30.1	5	Lisa Medill	Acctg Asst	Central Svcs	12/04/2017
Retire	10.8	5	David Steinhilb	Safety Asst	School Safety	12/01/2017
Retire	30.0	5	Kevin Wilcox	Engineer I	Emerson	12/02/2017

### Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, December 2017		
Elena Yakshimamedov	Madison	12/04/2017
Kristina Stuppan	Allen-Field	12/20/2017
Personal Leave, January 2018		
Dyresha Whiteside	Currently on Leave	01/11/2018
Barbara Grundl	Hawley	01/31/2018
Personal Leave, March 2018		
Cathleen Pollock	Morse	03/22/2018
Illness Leave, October 2017		
Laron Glover	Currently on Leave	10/23/2017
Jodi Hockerman	Douglas	10/27/2017

Illness Leave, November 2017

Caree Thomas	Clarke	11/03/2017
Anjelica Johnson	Hartford	11/16/2017
Ericka S. Johnson	Thurston Woods	11/20/2017
Victoria Landherr	Obama S.C.T.E.	11/27/2017
Bryan Freeman	Doerfler	11/28/2017
Melinda Gladney	Metcalfe	11/28/2017

Illness Leave, December 2017

Bernadette Kiper	Pulaski	12/18/2017
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**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.

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

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.  
 Noes — 0.

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments and Limited-term Employment (LTE) Contracts Exceeding Sixty Days**

**Recommended Appointments**

Your Committee recommends that the Board authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated below, to be effective upon approval by the Board.

Codes	Name	Position	Salary
(2)(r)	Ruth Stark Jordan	Head Start Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09A \$95,734
(5)(r)	Ashley Adsit	Grant Development Manager I Office of the Chief of Innovation & Information	Schedule 03, Range 11A \$83,000
(4)(r)	Christopher Levas	Assistant Principal III — Riverside High School Office of the Chief of School Administration	Schedule 03, Range 12C \$81,657
(5)(r)	Michael Schnarsky	Systems Administrator Office of the Chief of Innovation & Information	Schedule 03, Range 06A \$80,000
(4)(nr)	Jarely Ruiz	Employment Relations Specialist I Office of the Chief of Human Resources	Schedule 03, Range 08A \$77,224
(2)(nr)	Derek Coleman	Assistant Principal I — Sherman Elementary Office of the Chief of School Administration	Schedule 03, Range 10C \$74,270
(2)(nr)	Femi Jones	Supervisor I Technology Support Office of the Chief of Innovation & Information	Schedule 03, Range 09A \$67,289
(4)(nr)	Aydin Madran	Senior Programmer Analyst I Office of the Chief of Innovation & Information	Schedule 03, Range 05A \$61,608
(5)(r)	Ericka Stark	Procurement Associate III Office of the Chief of Operations	Schedule 03, Range 05A \$55,000
(2)(r)	Karli Tatum	Recreation Supervisor Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$48,161
(4)(r)	Elizabeth Herrera	Administrative Assistant III Office of the Chief of Human Resources	Schedule 03, Range 03A \$44,703
(4)(r)	Kristyn Wartman	Management Intern Office of the Chief of Human Resources	Schedule 03, Range 04R \$33,099

**Recommended LTE Contracts**

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

Codes	Name	Position	Salary and Dates
(5)(r)	Jesus Castillo	Payroll Supervisor II — Transition Training Office of the Chief of Finance	\$50.00 1/3/18 to 7/3/18
(5)(r)	Michelle Lakam	Teacher for the Visually Impaired Office of the Chief of Academics	\$40.00 1/3/18 to 6/15/18
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach Office of the Chief of Academics	\$40.00 1/16/18 to 7/31/18
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator Office of the Chief of Academics	40.00 1/3/18 to 6/22/18
(2)(r)	Laura Johnikin	Enrollment Canvasser Office of the Chief of School Administration	\$18.30 11/13/17 to 5/13/18
(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief of School Administration	\$15.00 12/31/17 to 6/12/18
(5)(r)	Nancy McGrew	K4/K5 Class Size Reduction Office of the Chief of School Administration	\$15.00 1/1/18 to 6/30/18

Codes

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

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

\* \* \* \* \*

**(Item 3) Action on Monthly Finance Matters: Informational Report on Cumulative Purchases in Excess of \$50,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Routine Monthly Reports**

The informational report on cumulative purchases in excess of \$50,000 to ensure compliance with Administrative Policy 3.09(6)(c) is attached to the minutes of your Committee’s meeting, as are the report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards. These are informational reports, and no action is required.

**Acceptance of Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Parkside School	MKE for All	\$5,751.00	Field Trip Fees & Assemblies for ESL and Homeless Students
<i>Monetary Donations</i>			
Alliance HS	Jonathan L. Weimer	\$50.00	General School Supplies
Alliance HS	Donald V. Smith	\$50.00	General School Supplies
Alliance HS	Patricia & Alberto Macias	\$50.00	General School Supplies



Location	Donor	Amount	Gift or Purpose
Alliance HS	Victor L. Miranda & Gregoria Castillo Otero	\$50.00	General School Supplies
Alliance HS	Charlene M. Kordus	\$50.00	General School Supplies
Alliance HS	Judith & Russell Ruland	\$50.00	General School Supplies
Alliance HS	Peter & Joann Speca	\$50.00	General School Supplies
Alliance HS	Dale & Stephanie Nikolay	\$50.00	General School Supplies
Alliance HS	Steven N. Jacowski	\$200.00	General School Supplies
Alliance HS	Alice M. Ambrowiak	\$500.00	General School Supplies
Alliance HS	Community Advocates	\$1,500.00	General School Supplies
Alliance HS	Martin J. Huennekens & Nicholas Lemus	\$480.00	General School Supplies
Alliance HS	Rudolph M Kluiber	\$150.00	General School Supplies
Audubon MS	Heather Schulz	\$112.50	Field Trip Transportation
Audubon MS	Cynthia Eldien	\$112.50	Field Trip Transportation
Bay View HS	Class of 1963*	\$1,000.00	Scholarship
Bay View HS	Buffalo Wild Wings	\$109.68	Football Team Expenses
Bethune Academy	Harrison Kern*	\$80.00	Staff Appreciation
Bradley Trade & Tech	The Greater Milwaukee Committee	\$1,000.00	Black & Latino Male Achievement Luncheons
Clarke Street School	Daniel & Penny Gentges	\$250.00	Attendance Award
Clarke Street School	George F. Roth	\$250.00	Attendance Award
Fernwood School	DonateWell	\$1,000.00	General School Supplies
Fernwood School	Scoutit, Inc.	\$53.41	General School Supplies
Forest Home Avenue School	DonateWell	\$1,000.00	General School Supplies
Fratney Street School	La Escuela Fratney PTA	\$1,524.00	General School Supplies
Fratney Street School	Elizabeth Montavon*	\$200.00	Sunshine Club
Fratney Street School	Laurie Schauer	\$20.00	General School Supplies
Fratney Street School	Jennifer O'Hear	\$20.00	General School Supplies
Fratney Street School	Anonymous Donation	\$30.00	General School Supplies
French Imm. School	Lukas Jeter	\$1,000.00	To Purchase Hats, Gloves & Scarves
French Imm. School	Lukas Jeter	\$100.00	General Music Supplies
German Imm. School	Frederick P. Kessler	\$1,000.00	General School Supplies
Hayes Bilingual School	The Kula Foundation*	\$2.47	Burgers for Better Schools (BFBS) Donation-General School Use
Hayes Bilingual School	Carroll University	\$500.00	General Music Supplies
Hi-Mount School	Dante Houston	\$100.00	General Music Supplies
King HS	Barb Guyer	\$500.00	Class of 67 Donation for Auditorium
King HS	Ms. Suzanne Hicks & Ms. Carol Fendt	\$50.00	General Music Supplies
King HS	Ms. Ann O'Neil	\$100.00	General Music Supplies
King HS	Ms. Jennifer Schlegel	\$150.00	General Music Supplies
King HS	Hudl Fundraising LLC	\$2,779.20	Hudl Fundraising Hudl Donation
King HS	Marquette E. Baylor	\$100.00	Football Team Expenses
King HS	Barbara Merrell	\$1,000.00	IB Tests Donation
Lloyd Barbee Montessori	DonateWell	\$1,000.00	Year of Pet Donation
Lowell School	Oak Creek Martial Arts LLC	\$132.37	Hats & Gloves
Longfellow School	Ernst & Young, LLP	\$3,000.00	Match for Education
MacDowell Montessori	MacDowell Montessori PTO*	\$1,500.00	Prom Donation
MacDowell Montessori	MacDowell Montessori PTO*	\$800.00	Swim Lessons Donation
MacDowell Montessori	MacDowell Montessori PTO*	\$1,200.00	Nature's Classroom Fees
Maple Tree School	Ms. Sharon Preuss	\$100.00	SPED Donation
Milw Academy of Chinese Lang	Daddy's Soul Food & Grille LLC	\$100.00	General Music Supplies
Milw. Sch. of Languages	Skybridge Americas, Inc.	\$25.08	General Music Supplies

Location	Donor	Amount	Gift or Purpose
Milw. Sch. of Languages	Frederick P. Kessler	\$2,000.00	Immersion Education
Parkside School	Natural Resources Foundation of Wisconsin	\$1,000.00	General School Supplies
Pulaski HS	Howard Callif	\$100.00	General Music Supplies
Ronald Reagan HS	Ted D. & Mary Kellner	\$1,000.00	Urban Promise Donation
Trowbridge School	Association of Realtors, Inc.	\$500.00	General School Supplies
Vieau School	Allen Bark	\$250.00	General Athletic Supplies
Washington HS of I.T.	Mark A. Sain	\$100.00	Boys Basketball Expenses
Washington HS of I.T.	Eric Keeler*	\$25.00	Boys Basketball Expenses
Washington HS of I.T.	Running Rebels	\$500.00	Boys Basketball Expenses
Washington HS of I.T.	Jabari Parker	\$3,000.00	Boys Basketball Expenses
Washington HS of I.T. Conservatory	Jonathan & Cindy Leinfelder	\$500.00	Boys Basketball Expenses
	Cynthia R. Eastern	\$25.00	General School Supplies
	<i>Total Monetary Donations</i>	<i>\$34,231.21</i>	
<i>Non-monetary Donations Over \$5,000</i>			
Facilities and Maintenance Services	Studio Gear	\$9,000.00	AV Screens
Facilities and Maintenance	St. Alphonsus	\$13,600.00	HS Desks
Facilities and Maintenance	Port Washington HS	\$1,640.00	Student & Teacher Desks
Facilities and Maintenance	Northwestern Mutual	\$500,000.00	Conference and Meeting Tables, Chairs and Files
	<i>Total Non-Monetary Donations Over \$5,000</i>	<i>\$524,240.00</i>	
<i>Non-monetary Donations</i>			
Bruce School	Cathy Aguiard Wroblewski	\$6.00	3 Coats
Fairview School	Labels for Education	\$250.00	Visa Gift Cards
French Imm. School	Paul Kasten	\$250.00	Artwork
French Imm. School	Lukas Jeter	\$700.00	Musical Instruments
Gaenslen School	Worldstrides Travel Program	\$100.00	Amazon Gift Card
German Imm. School	Milwaukee Bucks	\$500.00	Bucks Tickets
Goodrich School	Donors Choose	\$930.25	General School Supplies
Goodrich School	Donors Choose	\$359.97	Headphone
Goodrich School	Donors Choose	\$353.04	General School Supplies & Chair
Hampton School	Kathleen Schell	\$180.85	General School Supplies
Hampton School	Jane Konkel	\$35.00	School Art Supplies
Hopkins Street School	Hephatha Lutheran Church	\$225.00	Backpacks with School Supplies
Hopkins Street School	Hephatha Lutheran Church	\$225.00	45 Fleece Blankets
Kluge School	Donors Choose	\$331.06	General School Supplies
Kluge School	Donors Choose	\$315.00	Stem Materials
Lloyd Barbee Montessori	Donors Choose	\$208.76	Peace Tolerance Montessori Items
Lloyd Barbee Montessori	Donors Choose	\$716.86	Team Montessori Ready-Represent
Lloyd Barbee Montessori	Donors Choose	\$256.08	Little Montessori Cooks
Lloyd Barbee Montessori	Donors Choose	\$1,166.53	Montessori Cooking & Feeling Fine
Lloyd Barbee Montessori	Donors Choose	\$279.51	Toaster, Diffuser, Markers & Oils
MacDowell Montessori	Donors Choose	\$618.77	Physics Supplies
MacDowell Montessori	Donors Choose	\$455.63	Books
MacDowell Montessori	Donors Choose	\$365.33	Outside Equipment
Meir School	Donors Choose	\$259.99	General School Supplies
Meir School	Donors Choose	\$733.58	Books
Ronald Reagan HS	Grace Lutheran	\$300.00	Music Instruments
Ronald Reagan HS	Anne Wallschlaeger	\$100.00	Music Department
Wedgewood	Milwaukee Bucks	\$240.00	Milwaukee Bucks Tickets
Zablocki School	UWM Foundation	\$100.00	Gift Card
Zablocki School	Alaina Beatka	\$200.00	Clothes

Location	Donor	Amount	Gift or Purpose
Zablocki School	Debbie Smogoleski	\$75.00	Clothes
	<i>Total Non-Monetary Donations</i>	<i>\$10,837.21</i>	
	<i>Total Value of Donations for January 2017</i>	<i>\$575,059.42</i>	
	<i>*Donations from MPS Alumni</i>	<i>\$4,807.47</i>	

**Committee’s Recommendation**

Your Committee recommends that the Board accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

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

**Background**

Recommended for the Board’s approval at this meeting is the following professional services contract:

- Education Resource Strategies, Inc., for organizational development consulting services;  
Code: HXP-0-0-SSF-DW-ECTS..... \$ 365,000

**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 contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board place this item on file.

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

\* \* \* \* \*

**(Item 5) Action on the Award of Professional Services Contracts — Office of Board Governance**

**Background**

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

- Hubbard, Wilson, Zelenkova, LLC, for lobbying services;  
Code: ADT-0-0-OBOARD GOVERNANCE POLICY-OBJECTS..... \$ 80,000

- Baker Tilly Virchow Krause, LLP, for the annual audit of financial statements and account;  
 Code: SCF-0-0-CTG-DW-EAUS ..... \$ 525,120  
 Code: ADT-0A-1Ax-xx-EAUS..... \$ 100,000

**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 or extensions will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the 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.*

\* \* \* \* \*

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

**Background**

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

- Arts@Large, Inc., for teachers’ professional development;  
 Code: SDV-0-S-VD8-CI-ECTS ..... \$ 84,537.84

**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 contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 7) Action on Resolution 1718R-011 by Director Bonds Regarding a District-Wide Assessment of Diversification of Workforce**

**Background**

At its November 2017 meeting, the Board referred Resolution 1718R-011 to its Committee on Accountability, Finance, and Personnel.

At its meeting on December 12, 2017, the Committee on Accountability, Finance, and Personnel voted to hold the following item in committee until its January 2018 meeting.

The Office of Accountability and Efficiency agrees with the intent of the resolution, the Resolved portion of which reads:

RESOLVED, That Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce, policies, procedures, and practices; and be it

FURTHER RESOLVED, That the assessment include, but not be limited to, a review of:

- policies, procedures and practices, including those around promotion;
- employee and community perceptions;
- conflicts and complaints;
- legal requirements;
- turnover rates and employee morale;
- workforce demographic data; and
- benchmarking analysis; and be it

FURTHER RESOLVED, That assessment methods include, but not be limited to:

- surveys;
- data review;
- focus groups; and
- individual interviews; and be it

FURTHER RESOLVED, That a report detailing the findings of the analysis and recommendations for improvements in workforce diversification be provided to the Board no later than the March 2018 Board cycle.

The Office of Accountability and Efficiency is recommending its adoption.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.02, Equal Employment Opportunity

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide assessment of diversification of workforce.

**Committee's Recommendation**

Your Committee recommends that the Board adopt Resolution 1718R-011 by Director Bonds, with a report to come back to the Board by the May 2018 board cycle.

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

\* \* \* \* \*

**(Item 8) Action on a Request to Approve an Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building located at 5496 North 72<sup>nd</sup> Street**

**Background**

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At its meeting on December 12, 2017, the Committee on Accountability, Finance, and Personnel voted to hold the following item in committee until its January 2018 meeting.

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have developed a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The term of the current lease agreement is from July 15, 2013, through June 30, 2018, with an option to extend two additional five-year terms.

The Administration is interested in continuing the relationship with Carmen through a lease amendment that will more accurately reflect the associated lease rate for building use, identify acceptable alterations, and extend the current term of the lease by one year in order to align the lease term with the charter contract's term that was approved by the Board on June 29, 2017.

The amended lease term shall commence on July 1, 2018, for one (1) additional year, terminating on June 30, 2019.

The amended lease space shall be for 133,509 square feet as detailed in Exhibit A of the amended lease.

The amended lease's extension requires that Carmen provide the Board written notice of its desire to extend the term of the lease at least 90 days prior to the end of the term; that the Board formally approve an extension or renewal of Carmen's charter contract; and that the Board and Carmen mutually agree to extend the lease.

The amended lease's improvements and alterations sections define permissible improvements and provides for potential rent credits based upon Carmen's completion of eligible capital improvements.

The amended lease rate schedule is as follows:

- July 1, 2017, through June 30, 2018      \$639,540
- July 1, 2018, through June 30, 2019      \$639,540

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Projected total revenue from the amended lease rate schedule is \$1,279,080.

**Implementation and Assessment Plan**

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Once approved by the Board, the lease amendment with Carmen, as attached to the minutes of your Committee's meeting, shall be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the proposed Amendment to the Lease Agreement between Milwaukee Public Schools and Carmen High School of Science and Technology, as attached to the minutes of your Committee's meeting.

Director Falk moved to approve a one-year lease with Carmen High School of Science and Technology and to direct the Administration to negotiate space allocations with the school for leases going forward.

The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.  
 Noes — 0.

Vice-President Miller passed the gavel to Director Falk at 7:32 PM.

Director Falk returned the gavel to Vice-President Miller at 7:34 PM.

\* \* \* \* \*

**(Item 9) Action on Compensation Changes for the Period January 1, 2017, to December 31, 2017**

**Background**

In accordance with Administrative Policies 4.10, Employee Reclassification, and 4.11, Salary Increases/Decreases, the Superintendent is bringing forward a report of compensation changes for the period from January 1, 2017, to December 31, 2017. All changes are within the range of the new salary level and are due to restructuring of duties, to internal equity, or to job study.

Old Title	New Title	Level		Salary	
		Old	New	Old	New
Assessment Specialist III	Manager I — Assessment	10A	11A	\$101,295.87	\$105,348.00
Dietician Specialist I	Supervisor I — School Nutrition Serv	08A	09A	\$84,069.32	\$87,432.00
Pension Analyst I	Coord II — Data Systems	05A	07A	\$53,658.27	\$61,001.00
Curriculum Specialist IV	Mgr II — Liberal Arts	11A	12A	\$102,812.20	\$106,924.00
Senior Director — School Transformation	Senior Director — School Transformation	16A	16A	\$123,653.00	\$132,000.00
Senior Director — Financial Plan & Bdgt	Senior Director — Financial Plan & Bdgt	16A	16A	\$124,695.98	\$132,000.00
Mgr III — Parent & Student Ser	Mgr III — Parent & Student Ser	13A	13A	\$107,634.60	\$113,016.00
Director II — Organizational Dev	Director II — Organizational Dev	15A	15A	\$127,936.80	\$129,771.00
Planning Assistant III	Planning Assistant III	02A	02A	\$44,415.69	\$46,192.00
Manager II-Performance Management	Manager II-Performance Management	12A	12A	\$94,385.00	\$103,823.00
Management Intern — Salaried	Management Intern — Salaried	4R	4R	\$33,227.04	\$35,000.00
Paralegal	Risk Management Analyst I	02A	05A	\$47,061.60	\$53,000.00
Spec Assist to Superintendent	Spec Assist to Superintendent	05A	07A	\$69,666.20	\$75,240.00
Senior Support Technician II	Coord I — Infinite Campus	04A	06A	\$69,557.70	\$75,123.00
Volunteer Serv Associate I	Volunteer Serv Associate I	03A	03A	\$46,230.89	\$50,000.00
Auditor I	Performance Auditor I	04A	04A	\$50,364.52	\$54,542.00
Auditor I	Performance AuditorI	04A	04A	\$50,364.52	\$54,542.00
Audit Supervisor II	Mgr I — Performance Audit	10A	11A	\$102,124.14	\$106,209.00
Asst Board Clerk (Manager II)	Asst Board Clerk (Manager II)	11A	12A	\$107,125.89	\$111,411.00
Construction Engineer	Construction Engineer	09A	11A	\$93,006.06	\$100,447.00
Board Policy Coordinator III	Spec III –Board Pol & Rec Man	08A	10A	\$77,730.21	\$83,949.00
Board Staff Coordinator III	Spec III - Board Information Officer	08A	10A	\$72,081.00	\$77,848.00
Records Management Assistant III	Assoc II-Records Management	02A	04A	\$44,415.69	\$47,969.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Governance Policy 4.11, Salary Increases/Decreases

**Fiscal Impact Statement**

In accordance with the FY2017-18 approved budget.

**Committee’s Recommendation**

Your Committee recommends that:

1. there be monthly reporting of all reclassifications and compensation adjustments included in the administrative appointments item brought to the Board through the Committee on Accountability, Finance, and Personnel;
2. the Board direct the Administration to fully comply with Administrative Policy, 6.19, Staff, which states that, “before any new position is established, the superintendent shall present for the Board’s approval a job description setting forth the functions, duties, responsibilities, and qualifications of the position”;
3. the Administration bring a report to the Board during the February Board cycle to include detail on the role of the Compensation Review Committee, the history of titling conventions in MPS, and the rationale for implementing the current titling conventions in MPS; and
4. Board Governance Policy 4.11, Salary Increases/Decreases, and any other relevant policies on employee compensation be revised to require that the Superintendent bring to the Board for approval any position reassignment, either permanent or on an acting basis, that results in an employee of MPS receiving a salary increase or decrease, excluding underfill.

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

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**COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on the Department of Black and Latino Male Achievement**

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

**Background**

On July 27, 2017, the Milwaukee Board of School Directors approved four staff members for the Department of Black and Latino Male Achievement (BLMA) — Juan Báez, Ed.D., Director; LaNelle Ramey, Director; Paul Moga, Coordinator; David Castillo, Planning Assistant; and Sergio Muniz, Public Ally. The BLMA Team began on August 14, 2017. Each member brings diverse perspectives and experiences to the department.



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

Over the last three months, the Department of Black and Latino Male Achievement has been working in each of the five priority strategies in the following ways:

1. Selected four pilot schools with BLMA Metrics Committee for the Manhood Academy
2. Aligned MPS Way Framework and Culturally Responsive Practices to the Manhood Academies and district community schools
3. Developed communications plan to begin promoting positive narratives about Black and Latino male students
4. conducted listening sessions at 16 middle and high schools, engaging over 400 hundred Black and Latino male students
5. Engaged more than 20 community partners, businesses, and potential funders regarding support for the Department of Black and Latino male achievement
6. collaborated with MATC and UWM around short- and long-term strategies for the recruitment and retention of teachers, including Black and Latino male teachers
7. Presented departmental priorities strategies at the Milwaukee Metropolitan Association of Black School Educators

The following is an update on the work of the Department since September 2017.

### **Key Messages**

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- Black and Latino male students are assets to our schools and community.
- Black and Latino male students are not broken, the system is.
- BLMA is not a savior, but a partner in improving academic and life outcomes for Black and Latino male students.
- BLMA is a hub of work happening at the city, state, and national level.
- BLMA aims to collaborate with both internal and external stakeholders.

### **Priority Strategies**

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Connect with local & national initiatives on best practices to:

- launch manhood-development academies
- improve school design, culture, and climate
- promote positive narratives about Black and Latino young men
- promote Black and Latino male mentorship
- recruit Black and Latino male teachers and administrators
- develop BLMA's sustainability plan and dashboard.

### **School-selection Process**

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- BLMA's Metrics Team created a school-selection questionnaire and rubric
- BLMA's Directors engaged in a conversation with school leadership teams
- Responses were scored.

### **Project Plan**

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- Overview
  - Research
  - Guiding Principles
  - Mentoring
  - Field Experiences
- Timeline

### **Improve School Design, Culture and Climate**

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#### **MPS Way Framework**

- Students: Create more equitable system through culturally-responsive teaching that addresses needs of Black and Latino males
- Educators: Increase capacity of educators at pilot sites to work with Black and Latino males

- Approach: Develop an equity-centered approach to impact upon Black and Latino males' achievement

### **Promote Positive Narratives about Black and Latino Boys and Young Men**

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#### **Overview**

- Communications Plan
- Website
- Newsletter
- Photography/Videographer

#### **Connections**

- Manhood Academies
- School Design, Culture and Climate
- Community and Family Engagement
- Black and Latino Male Mentorship

### **Black and Latino Male Mentorship**

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- First Thursday Mentor Luncheons at Bradley Tech and Washington HS
- Monthly themes
- 37 mentors recruited
- 60-70 young men

### **Recruit Black and Latino Male Teachers**

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- Collaboration with MATC and UWM; short- and long-term strategy teams
- Internal collaboration around current recruitment and retention practices, including the development of new practices
  - Exploring current pipelines and potential opportunities

### **Sustainability Plan**

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- National partner: Campaign for Black Male Achievement
- Foundations and local companies
- Office of African American Affairs supporting positive narrative campaign
- Collaboration with MPS Foundation and Grants team

### **District Indicators for Black and Latino Male Students**

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These are indicators for college and career readiness. All schools will monitor these indicators for Black and Latino male students through an equity lens.

- Attendance K-12 (90% or higher)
- Frequency of office discipline referrals (odrs) and suspensions
- 4<sup>th</sup>-grade math and reading proficiency
- 8<sup>th</sup>-grade math and reading proficiency
- 9<sup>th</sup>-grade GPA (3.0 or higher)

### **Priority Strategy Metrics**

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BLMA Metrics Committee will support in:

- establishing a dashboard focused on qualitative (the story) and quantitative (the numbers) data to measure our priority strategies' impact and implementation;
- identifying community-based researchers whose work supports the development and measurement of activities similar to the Department's work.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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This item does not authorize expenditures

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**(Item 2) Report with Possible Action on Leadership Associates Program (LAP)**

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**

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In October 2017, a team of administrators and board members attended a three-day work session for the Leadership Associates Program (LAP) as part of the partnership with the Panasonic Foundation to address inequitable systemic practices in the district. This was the fifth LAP visit since the district began working with the Panasonic Foundation in 2014 and is the district's second major project with the Foundation. The first project was the creation of the monthly Instructional Rounds for principals to support their professional development.

An in-depth analysis of the data by the team that attended LAP in the Fall of 2016 focused on students who repeat 9<sup>th</sup> grade and indicated that improvements are needed in the areas of systems and practices related to school culture.

The team determined that an important focus moving forward in the work with the Panasonic Foundation should be addressing the issue of students repeating 9<sup>th</sup> grade through refining school culture to focus on instructional leadership and data inquiry, which the team has named "The MPS Way." Subsequently, the team reviewed current research on school culture and climate and the district's related definitions and practices. It was the team's decision to improve upon the current system for using the district's school culture and climate survey data based on the 5Essentials research out of the University of Chicago Consortium on School Research, which has found that schools strong in the areas of effective leadership, collaborative staff, family engagement, ambitious instruction, and supportive environment demonstrated growth in attendance and math and reading achievement in school-improvement efforts

The team created a model for continuous improvement based on the 5Essentials and has established a cross-departmental steering committee of individuals, including Research & Evaluation, School Transformation, Strategic Planning, Professional Development, Talent Management, Student Performance and Improvement, School Administration, and Family Engagement. The committee meets bi-weekly, with a focus on three main areas:

1. creating a school-based system for the School Improvement Plan (SIP) and District Improvement Plan (DIP) that communicates a clear framework for data inquiry and continuous improvement which can be supported and accounted;
2. Central Services supports aligned to the 5Essentials and Continuous Improvement and are based on the needs of schools, as shared in their SIPs; and
3. creating a communication plan that engages all stakeholders to take ownership of school improvement.

At each meeting, members of the committee provide updates on their pieces in the action plan related to one of these three main areas and consult with each other on work moving forward. Some of the current work products from the committee include changing the current structure of the SIP to align to the 5Essentials, creating protocols for data analysis, and clearly defining the roles and responsibilities of all stakeholders in a continuous-improvement system. The committee determined that four outcomes that would be achieved after three to five years of this work are:

1. aligned district practices that prioritize culture and climate for school improvement
2. improved attendance rate
3. improved math proficiency
4. improved reading proficiency.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

### **Fiscal Impact Statement**

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No fiscal impact.

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### **(Item 3) Report with Possible Action Regarding the Community Feedback Survey**

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**

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At the November 2017 meeting of the Committee on Strategic Planning and Budget, the following high-leverage strategies to improve student achievement were identified as part of the budget process:

1. busing
2. one instructional calendar
3. a long-range Facilities Master Plan
4. initiatives to celebrate our students and schools
5. regional development plan/program offerings
6. program placement and alignment.

As part of that discussion, the Board was interested in garnering a high level of community input. Subsequent to this, the district developed a survey that was launched in advance of the winter break. We have also canvassed neighborhoods and district events and locations where there are high numbers of individuals and families in attendance. To date, 4,045 responses have been recorded. A snapshot of the feedback follows:

Of the 4,045 responses:

- 42.2% responded as MPS employees
- 43.1% responded as a parent/guardian
- .8% of the surveys were taken in Spanish.

The General Grade Levels Served:

- 16.8% Does not apply
- 41.6% Elementary
- 6.9% Middle School
- 15.8% High School
- 15.2% Multilevel

Most Common Zip Codes:

53207 (688)  
 53215 (354)  
 53221 (240)  
 53208 (208)  
 53222 (193)  
 53212 (192)  
 53219 (161)

Calendar Preferences:

- 48.8% Two-week-long winter break vs. 51.2% School starts one week later in August
- 64.5% Day before Thanksgiving off vs. 35.5% Easter Monday off
- 69.2% Spring break the week after Easter vs. 30.8% Spring break the week before Easter

Program Preferences:

- Science, technology, engineering, art, and math (STEAM)
- AP/IB

Transportation Priority Preferences:

- safer passages for walking
- more access to busing outside the walk zone
- smaller walk zones
- shorter ride times

Deeper Dive: Data suggests that there are differences in who respondents are and how they responded in some areas. For example:

- 61.1% of parents/guardians want school to start one week later in August
- 43.1% of staff want school to start one week later in August

Please see the attachment to the minutes of your Committee’s meeting for additional information on survey results.

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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

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**COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action Regarding Community Engagement and Outreach Efforts**

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**

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The first meeting of the Committee on Strategic Planning and Budget regarding the FY19 budget process was held on November 28, 2017. As a result, the MPS community began the process of defining budget parameters and high-leverage strategies to be used in the planning and development of the 2018-19 (FY19) budget. At that time, identifying methods of getting community input and participation in the budget process was discussed. Because community feedback is a critical piece in further refining the major initiatives that the FY19 budget will include, a number of approaches to engage the community and gather this feedback have been identified. These include, but are not limited to:

- developing a community survey;
- canvassing neighborhoods;
- attending district events/locations with high family and community attendance;
- implementing community conversations;
- communicating through business partners;
- social media venues; and
- budget updates provided at the meetings of the District Advisory Council (DAC), school leaders, and parent coordinators.

The Community Survey was designed for online, backpack, and canvassing-style engagement. Participation has been steady, with more than 4,000 responses recorded as of January 9, 2018. Parent coordinators assisted at the school level by promoting the survey, encouraging parents/community members to take the survey, and providing paper copies for those who preferred that format. Canvassers brought the

survey to neighborhoods throughout the city and locations with high family and community attendance, such as recreational sites, malls, grocery stores, and MPS events. The survey remains open.

To include as many voices as possible in shaping the district’s work for FY19 and beyond, the Community Conversations model will be launched in late January. In this model, outreach will be expanded to engage the community in venues which families frequent, such as coffee shops, theaters, libraries, and community centers. Topics will be broad, but will be facilitated through a fiscal lens. Neighborhoods and community groups will be encouraged to gather input from their members around the topics and to share the conversations with the district.

The Administration will provide regular updates on the collective efforts of the MPS community to gather feedback from our stakeholders.

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 9.04, Community Involvement in Decision Making

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**(Item 2) Report with Possible Action on Fiscal Year 2018-19 Estimated Enrollment, Revenues, and Long-range Financial Forecast**

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**

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Each year, the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the district’s major revenues and expenditures along with underlying assumptions such as estimated enrollment. The forecast, as attached to the minutes of your Committee’s meeting, will support fiscal decision making to maintain or to improve essential school operations services.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

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This item does not authorize expenditures.

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**(Item 3) Action on a Request to Approve Fiscal Year 2018-19 Budget Parameters**

**Background**

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The Administration requests approval of budget parameters to be used in the planning and development of the fiscal year 2018-19 budget (FY19). FY19 is the second year of the State’s biennial budget cycle. As such, the state parameters are known.

**Strategic Plan Compatibility Statement**

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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. The fiscal impact will depend on later action of the Board in adopting the budget.

**Implementation and Assessment Plan**

The Administration will prepare the proposed fiscal year 2018-19 budget that will reflect the priorities and parameters set by the Board.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the Fiscal Year 2018-19 Budget Parameters to:

1. be prepared based on the state’s adopted budget — specifically, no annual increase in the per-pupil revenue limit for school districts;
2. maximize the revenue limit;
3. identify necessary spending reductions to fund raises for employees, with those raises and budget considerations to start in the classrooms;
4. identify necessary spending reductions in order to allocate funds to schools in a manner that preserves or decreases class size;
5. identify necessary spending reductions to maintain a balanced budget; and
6. consider all departments for possible reductions to balance the District’s budget.

Director Bonds moved to adopt the Committee’s recommendation and to expedite the Road to \$15 by bringing all employees making less than \$15 up to \$15 per hour within the 2018-19 budget cycle as a seventh budget parameter.

Vice-President Miller made a substitute motion to approve the Committee’s recommendation and to expedite the Road to \$15 from a five-year process to a three-year process.

The substitute motion prevailed, the vote being as follows:

Ayes — Directors Falk, Phillips, Woodward, and Vice-President Miller — 4.  
Noes — Directors Bonds and Harris — 2.

Vice-President Miller passed the gavel to Director Phillips at 7:40 PM.

Director Phillips passed the gavel to Vice-President Miller at 7:42 PM.

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**(Item 4) Action on a Request to Approve the Timetable for the Fiscal Year 2018-19 Proposed Budget**

**Background**

The following proposed budget timetable is being presented in accordance with State Statute 119.16(8) and Board Governance Policy 2.05, Board Planning Cycle, which states, “A Board calendar with all work displayed on a timetable will be developed annually.”

Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
June 2017- March 2018	Collection of a variety of inputs, ideas, costs with analysis of their impact for fiscal year 2019 (FY19) budget planning.	Administration

Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
September 21, 2017	Committee on Strategic Planning and Budget meets to discuss the FY18 fall adjustment process and implications for FY19 planning.	Board
October 2017-April 2018	MPS engages the community on broad topics to identify district priorities at venues, including coffee shops, theaters, libraries, etc.	Administration
October 2017-May 2018	Budget updates are provided at the meetings of the District Advisory Council (DAC), school leaders, parent coordinators, and school support teachers (SSTs).	Administration
November 28, 2017	Committee on Strategic Planning and Budget meets to discuss the FY19 budget-development process, including community and stakeholder involvement and high-leverage strategies.	Board and Administration
December 15, 2017	Release of MPS community survey with plans to garner input through multiple channels, including online, canvassing neighborhoods, and school and district events.	Administration
December 2017–March 2018	Board and Administration continue to solicit stakeholders' input into the development of the proposed FY19 budget including responses to a community survey released in December 2017.	Board and Administration
January 22–February 2018	School leaders participate in school budget carousels with a review committee chaired by the Superintendent.	Administration
January 23, 2018	Committee on Strategic Planning and Budget meets to adopt a timetable for the proposed FY19 budget, to review an updated five-year forecast, and to discuss budget parameters.	Board and Administration
February 12–March 2, 2018	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
March 1–March 19, 2018	Offices prepare budgets, Playbook submissions, organizational charts, and narratives.	Administration
March 8–14, 2018	Administrative teams review each school budget for FY19 budget/staffing resolutions	Administration
March 20, 2018	School staffing data submitted to Human Resources	Administration
March 21–27, 2018	Chiefs and their leadership teams participate in office budget carousels with a review committee chaired by the Superintendent.	Administration
April 3–April 20, 2018	Cycle A Certificated Staff Exchange Process completed.	Administration
April 23–May 18, 2018	Cycle B Certificated Staff Exchange Process completed.	Administration
May 7–May 25, 2018	Cycle C Classified Staff Exchange Process completed.	Administration
April 2018	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 24, 2018	Board's annual organizational meeting held.	Board and Administration
April 27, 2018	Superintendent's proposed 2018–2019 budget released.	Administration
May 3, 2018*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2018–2019 budget and hears public testimony.	Board and Administration
May 9, 2018*	Proposed budget and public hearing notice published in newspaper; parent companion guide and budget overview presentation released.	Administration and Board Governance
May 9, 2018*	Board members submit proposed amendments to the Office of Board Governance by noon.	Board and Board Governance
May 11, 2018*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 15, 2018*	Committee on Strategic Planning and Budget reviews the proposed FY19 budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board and Administration
May 17, 2018*	Statutory public hearing on the Superintendent's proposed FY19 biennial budget.	Board
May 18, 2018*	Board members submit proposed amendments to the Office of Board Governance by noon.	Board and Board Governance



Fiscal Year 2018-2019 — Proposed Budget Timetable		
Date(s)	Action	Responsibility
May 22, 2018*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.	Administration
May 29, 2018*	Board meets to consider any proposed amendments and to take possible action on the Superintendent’s proposed 2018–2019 budget.	Board and Administration
No later than June 30, 2018	Board Clerk transmits adopted FY19 bBudget to the Milwaukee Common Council.	Board Governance
October 25, 2018*	Board meets to consider and take action on the amended adopted budget recommendations for FY19.	Board and Administration
No later than October 31, 2018	Board Clerk sends amended FY19 budget to the Milwaukee Common Council.	Board Governance

\*Date subject to change by the Milwaukee Board of School Directors.

**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. There is no fiscal impact from the adoption of the budget timetable.

**Implementation and Assessment Plan**

The Administration will prepare the proposed fiscal year 2018-19 budget according to the timeline.

**Committee’s Recommendation**

Your Committee recommends that the Board adopt the proposed Fiscal Year 2018-19 budget timetable as set forth in this item.

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

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**(Item 5 Action on a Request to Approve the Proposed 2018-19 School Calendars**

**Background**

Attached to the minutes of your Committee are the proposed 2018-19 school calendars, which are summarized below:

2018-19 Early Start District Calendar			
Aug 6	Organizational Day	Jan 1-2	Winter Recess
Aug 7-9	Professional Development Days	Jan 21	MLK Jr. Day
Aug 10	August Recess	Feb 15	Professional Development Day
Aug 13	First student Day	Feb 18	Mid-Semester Break
Aug 31	Professional Development Day	March 15	Parent-Teacher Conference Day
Sept 3	Labor Day	March 18	Professional Development Day
Oct 19	Parent-Teacher Conference Day	April 15-22	Spring Recess
Oct 22	October Recess	May22	Last Student Day
Nov 16	Professional Development Day	May23	Professional Development Day
Nov 21	Thanksgiving Recess	May24	Record Day
Nov 22	Thanksgiving Day		

Nov 23	Thanksgiving Recess
Dec 21	Record Day
Dec 24-31	Winter Recess

2018-19 Traditional District Calendar			
Aug 27	Organizational Day	Jan 1-2	Winter Recess
Aug 28-31	Professional Development Days	Jan 21	MLK Jr. Day
Sept 3	Labor Day	Feb 15	Professional Development Day
Sept 4	First Student Day	Feb 18	Mid-Semester Break
Oct 19	Parent-Teacher Conference Day	March 15	Parent-Teacher Conference Day
Oct 22	October Recess	March 18	Professional Development Day
Nov 16	Record Day	April 15-22	Spring Recess
Nov 21	Thanksgiving Recess	May 27	Memorial Day
Nov 22	Thanksgiving Day	June 12	Last Student Day
Nov 23	Thanksgiving Recess	June 13	Record Day
Dec 21	Professional Development Day	June 14	Professional Development Day
Dec 24-31	Winter Recess		

The calendars model those of the 2017-18 school year. The Early Start District Calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2017-18 school year. The Traditional District Calendar will apply to the same elementary schools as in the 2017-18 school year.

**Strategic Plan Compatibility Statement**

- Goal 1, Academic Achievement
- Goal 3, Effective and Efficient Operations

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

Administrative Policy 7.03, School Year/School Calendar

**Fiscal Impact Statement**

No fiscal impact

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will implement the 2018-19 school calendars.

**Committee’s Recommendation**

Your Committee recommends the Board approve the proposed 2018-19 school calendars as presented in the attachments to the minutes of your Committee’s meeting.

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

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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 Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Hmong American Peace Academy (HAPA)**

**Background**

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Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-2005 school year. The current contract is for up to a maximum of 1,692 full-time-equivalent (FTE) pupils in grades K4 through 12. HAPA has two campuses — HAPA Happy Hill, located at 7171 W. Brown Deer Rd., which serves grades K4 through 2, and HAPA main campus, located 4601 N. 84<sup>th</sup> St., which serves grades 3 through 12. Since inception, HAPA has received a five-year contract for each renewal cycle.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

In August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 29, 2017, representatives from HAPA submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 27, 2017, the Charter School Contract Review Team conducted a full-day site visit at HAPA's main campus, and on November 28, 2017, the Team conducted a half-day site visit at HAPA's Happy Hill campus. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school and student and parent focus groups.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with HAPA. The recommendation was based on strong academic performance, school culture, and valued partnership with HAPA. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 9.12, Charter Schools

**Fiscal Impact Statement**

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Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

**Implementation and Assessment Plan**

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Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of HAPA, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

**Committee's Recommendation**

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Your Committee recommends that the Board:

1. approve the recommendation to renew a five-year non-instrumentality charter school contract with Hmong American Peace Academy (HAPA); and
2. authorize negotiations with the superintendent's designee and representatives of HAPA, in consultation with the Board's designee, and the Office of the City Attorney to draft a

renewed non-instrumentality charter school contract to begin with the 2018-2019 school year and end with the last regularly scheduled day of the 2022-2023 school year.

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

\* \* \* \* \*

**(Item 2) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Milwaukee Environmental Sciences Academy (MESA)**

**Background**

Milwaukee Environmental Sciences Academy (MESA) was established as a non-instrumentality charter school beginning with the 2013-2014 school year. The current contract is for up to a maximum of 530 full-time-equivalent (FTE) pupils in grades K4 through 8. MESA is located at 6600 West Melvina Street.

MESA is dedicated to the intellectual, physical, social, and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making that will allow students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

In August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 29, 2017, representatives from MESA submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract.

On November 20, 2017, the Charter School Contract Review Team conducted a full-day site visit at MESA. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school and conducted focus groups with students and parents.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a three-year renewal of the non-instrumentality charter school contract with MESA. The recommendation was based on the school's have made progress towards meeting the educational goals. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

**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 9.12, Charter Schools

**Fiscal Impact Statement**

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

**Implementation and Assessment Plan**

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of MESA, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

**Committee's Recommendation**

Your Committee recommends that the Board:

1. approve a two-year non-instrumentality charter school contract with Milwaukee Environmental Sciences Academy (MESA); and
2. authorize negotiations with the Superintendent's designee and representatives of MESA, in consultation with the Office of the City Attorney and the Office of Board Governance, and representatives of the charter school to draft a non-instrumentality charter school contract to begin with the 2018-2019 school year and to end with the last regularly scheduled day of the 2019-2020 school year.

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

\* \* \* \* \*

**(Item 3) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract with Kathryn T. Daniels University Preparatory Academy**

**Background**

Kathryn T. Daniels University Preparatory Academy was established as a non-instrumentality charter school beginning with the 2011-2012 school year. The current contract is for up to a maximum of 275 full-time-equivalent (FTE) pupils in grades K4 through 8. Kathryn T. Daniels is located at 4834 Mothers Daniel Way. In January 2016, the Board approved a two-year contract renewal.

Kathryn T. Daniel's mission is to design a rigorous college-preparatory program with highly skilled teachers and an unwavering commitment to use the most powerful instructional techniques and methodologies. Kathryn T. Daniel's vision is to create a rich learning environment that integrates the study of performing arts, sciences, and humanities to unleash the intellectual, creative, and leadership talents of students.

In August 2017, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On October 4, 2017, representatives from Kathryn T. Daniels submitted the Charter Renewal Intent Cover Sheet and Charter Renewal Application to seek renewal of the charter school contract. On November 28, 2017, representatives from Kathryn T. Daniels submitted a revised Charter School Renewal Application.

On December 4, 2017, the Charter School Contract Review Team conducted a full-day site visit at Kathryn T. Daniels. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school and conducted focus groups with students and heard testimony from parents.

Based on a thorough review of the school application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a two-year renewal of the non-instrumentality charter school contract, with conditions and additional MPS oversight of Kathryn T. Daniels. The recommendation was based on failure to make sufficient progress toward attaining the educational goals and the academic performance criteria as outlined in the contract. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Team and Superintendent are attached to the minutes of your Committee's meeting.

**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 9.12, Charter Schools

**Fiscal Impact Statement**

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Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Board of School Directors, as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2018-19 charter contract will be authorized as a part of the FY19 budget process.

**Implementation and Assessment Plan**

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Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Kathryn T. Daniels, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract, with conditions to be presented to the Board.

**Committee's Recommendation**

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Your Committee recommends the non-renewal of the contract with Kathryn T. Daniels for a non-instrumentality charter school.

Director Bonds moved to renew a two-year non-instrumentality charter school contract with Katherine T. Daniels University Preparatory Academy and to authorize negotiations with the Superintendent's designee and representatives of Katherine T. Daniels in consultation with the Board's designee and the Office of the City Attorney, to draft a renewed non-instrumentality charter school contract to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2019-2010 school year.

Vice-President Miller offered a substitute motion to approve a one-year contract with Kathryn T. Daniels Charter School and that the Administration bring to the Board in the June 2018 cycle a report on the academic progress and the progress of the environment relative to the items cited in the review documents.

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

Ayes — Vice-President Miller — 1.  
Noes — Directors Bonds, Falk, Harris, and Woodward — 4.  
Abstain — Director Phillips — 1

Consideration returned to the original motion by Director Bonds to renew a two-year non-instrumentality charter school contract with Katherine T. Daniels University Preparatory Academy and to authorize negotiations with the Superintendent's designee and representatives of Katherine T. Daniels in consultation with the Board's designee and the Office of the City Attorney, to draft a renewed non-instrumentality charter school contract to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2019-2010 school year. The motion prevailed, the vote being as follows:

Ayes — Directors Bonds, Falk, Harris, Phillips, and Woodward — 5.  
Noes — Vice-President Miller — 1.

The gavel was passed to Director Falk at 8:52 PM.

The gavel was returned to Vice-President Miller at 8:58 PM.

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**(Item 4) Action on a Request to Approve an Amendment to the Instrumentality Charter School Contract with New School for Youth Empowerment**

**Background**

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On October 26, 2017, the Board approved the instrumentality charter school contract with New School for Youth Empowerment (NSYE), to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year.

NSYE is based on the premise that young people can and will become educated, active members of their communities by integrating their high-school learning experiences with meaningful participation in social justice and economic activities which benefit the students and the community.

NSYE's representatives worked in collaboration with Milwaukee Public Schools' Department of Facilities and Maintenance to determine a viable location for NSYE to begin with 2018-2019 school year. NSYE and MPS Department of Facilities and Maintenance agreed that the most viable location would be in the building located at 1940 N. 36<sup>th</sup> St, Milwaukee, WI 53208.

The Administration recommends that the Board approve the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meeting, with the modification that the location of New School for Youth Empowerment shall be 1940 N. 36<sup>th</sup> St, Milwaukee, WI 53208.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 9.12, Charter Schools

**Fiscal Impact Statement**

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Administration has identified a facility that requires minimal cost of locating NSYE at this location.

**Implementation and Assessment Plan**

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Upon approval and execution, a copy of the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meeting, will be forwarded to the Wisconsin Department of Public Instruction.

NSYE will be located in the building where Transition High School currently operates.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the amended instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meetings.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve the Public School Open Enrollment Seats for the 2018-2019 School Year**

**Background**

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Per Wisconsin State Statutes 118.51(5)(a)(1) and under the 2015 Wisconsin Act 55, the Milwaukee Board of School Directors is required to designate the number of regular and special education spaces available within the school district at its January 2018 meeting.

To the extent consistent with state laws, MPS administrative policies, and MPS administrative guidelines, a non-resident pupil (one residing outside the city of Milwaukee) may apply to attend an MPS school through either the full-time or part-time state-wide open enrollment programs.

Applications must be received by MPS within the timeframe designated by state law. An application may include a request to attend a specific school or program, but preference in assignment at a school, program, class or grade shall be given to residents of the City of Milwaukee.

The District will continue to implement Administrative Policy 8.45, Admission to Non-Resident Students, and will offer seats to non-resident students where space is available after the MPS enrollment periods. Enrollment information from 2015 to January 8, 2018, is as follows:

School Year	Enrollment			Difference*	Percentage Difference
	Non-SPED	SPED	Total		
2015-2016	1,462	278	1,740	294	19.09
2016-2017	1,728	294	2,022	282	16.20
2017-2018 (YTD†)	2,030	331	2,361	339	14.35

\*Difference is using previous year’s total enrollment compared with current year’s total enrollment.  
 †2017-2018 year-to-date (YTD) is January 8, 2018.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 8.45, Public School Open Enrollment

**Fiscal Impact Statement**

N/A

**Committee’s Recommendation**

Your Committee recommends that the Board approve the public school open enrollment seats for the 2018-2019 school year of 400 new incoming total seats for regular and special education non-resident students in grades K4 through 12.

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

\* \* \* \* \*

**(Item 6 Report with Possible Action Regarding the U.S. Department of Education’s Office of Civil Rights (OCR) Compliance Review**

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 2014-15, the Office of Civil Rights (OCR) conducted an investigation regarding a complaint about the disproportionality of African American students receiving referrals, suspensions, and other disciplinary actions. The Administration has been working with the U.S. Department of Education Office of Civil Rights (OCR). The District assures OCR that it will take the following actions to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance. The resolution details the following:

1. Designation of Responsible Employee

The Discipline Supervisor shall be responsible for ensuring that the implementation of the District’s policies concerning discipline is fair and equitable.



2. Early Identification of Students At-risk for Behavioral Difficulties and Early Intervention

The District will ensure that all school staff employ a range of corrective measures before referring a student to disciplinary authorities, unless it can be documented that the safety of students and/or staff is threatened or the behavior in question is such that the disruption to the educational environment can be addressed only by such a referral.

3. Outreach to Students, District Staff, and Community Members

The District will establish student committees at the District’s middle schools and high schools to discuss matters concerning the equitable treatment of students in the implementation of the District’s discipline policies, practices, and procedures.

The District will establish a working group at each district school, consisting of

- school personnel, including teachers, administrators, and other school staff who are involved in making discipline referrals and imposing disciplinary sanctions;
- parents of school students; and
- community leaders.

By February 16, 2018, and annually thereafter through February 14, 2020, the District, in collaboration with the working groups, will develop and provide informational programs for parents or guardians of students at all district schools (parent programs) that will explain the disciplinary policies of the District in an easily understood manner.

By April 30, 2018, school working groups and student committees will submit recommendations and suggestions concerning district policy and procedures to improve student discipline.

4. Policies, Practices and Procedures

By June 18, 2018, the District will revise its policies and procedures for discipline, to be effective with the 2018-2019 school year.

5. Staff Training

The District will provide effective training programs to all district teachers, administrators, school aides, and any other district personnel charged with supervising students.

6. Data Collection and Self-Monitoring

The District will collect and analyze data regarding referrals for student discipline. If the data suggest disproportion, the District will explore possible causes for the disproportion and consider steps that can be taken to eliminate the disproportion to the maximum extent possible.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

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

*This item having been set aside for separate consideration from the balance of the Committees’ reports, no action was taken.*

\* \* \* \* \*

The gavel was passed to Director Phillips at 9:21 PM.

The gavel was passed to Vice-President Miller at 9:29 PM.

**REGULAR ITEMS OF BUSINESS**

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

The Board received the monthly report of the Board’s delegates to the MPS Title I District Advisory Council, to the Milwaukee Education Partnership, and to the Milwaukee County Library Board.

\* \* \* \* \*

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

Due to the absence of President Sain, this month’s report will be presented at next month’s meeting.

\* \* \* \* \*

**NEW BUSINESS**

**(Item 1) Action on a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions**

**Background**

At the June 29, 2017 Board meeting, the Board referred Resolution 1718R-002 regarding limited-term employees (LTEs) to its committee on Legislation, Rules and Policies.

In August 2017, the Board took action to adopt the resolution, which directed revisions to Administrative Policy 6.37, Limited-Term Employment Positions.

The Administration and Office of Accountability and Efficiency collaborated to make adjustments to Administrative Policy 6.37 that are consistent with the Board’s action.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.37, Limited-term Employment Positions

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

The Administration recommends that the Board approve the proposed revisions to Administrative Policy 6.37, Limited-Term Employees, as provided under separate cover.

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

\* \* \* \* \*

**(Item 2) Action on a Request to Adopt Administrative Policy 5.04, Use of Drones on School Property**

**Background**

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On June 29, 2017, the Board adopted Resolution 1617R-003 by Director Falk regarding the development of an MPS policy governing the use of drones.

For the purpose of the policy, the term “drone” refers to all Unmanned Aerial Systems (UAS), Unmanned Aerial Vehicles, and any other device invented, used, or designed to navigate or fly in the air or maneuver over the ground, which is operated without human intervention from within or on the aircraft. Also for the purposes of the policy, the term “district property” includes, but is not limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

Since that time, a collaboration that included staff from the Office of the Superintendent, Office of Board Governance, Procurement and Risk Management, Athletics, School Safety and Security, Communications and Outreach, and Facilities and Maintenance has conducted a thorough review consistent with the Board’s action to develop the content for the proposed policy to include:

1. reviewing drone policies developed by other Wisconsin school districts;
2. researching information provided by the WIAA regarding the use of drones at sporting events;
3. meeting with the City Attorney for guidance on the development of the proposed policy; and,
4. continuing to use information provided by the Wisconsin Association of School Boards (WASB) to guide development of the proposed policy.

Some of the key components of the proposed policy include prior authorization.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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The Administration recommends that the Board adopt Administrative Policy 5.04, Use of Drones on School Property, as provided under separate cover.

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

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**(Item 3) Action on a Request to Revise Administrative Policy 7.37, Graduation Requirements**

**Background**

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As part of 2017 Wisconsin Act 59, the minimum passing score on the civics test for high-school graduation set forth by Wisconsin Statute Section 118.33(1m)(a)1 was increased from 60 to 65 out of 100. Current students who have not obtained a score of at least 65 are ineligible to receive high-school diplomas. The Wisconsin Department of Public Instruction (DPI) has indicated that students who previously scored

between 60 and 64, but had not yet received diplomas, would be required to retake the civics test to obtain this new statutory minimum. MPS had one student that fell into that category. This student has since successfully retaken and passed the test.

The Administrative Policy 7.37 has been updated to reflect this change in the law.

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

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Goal 1, Academic Achievement

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

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Administrative Policy 7.37, Graduation Requirements

#### **Fiscal Impact Statement**

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This item does not authorize expenditures.

#### **Committee's Recommendation**

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The Administration recommends that the Board approve the revisions to Administrative Policy 7.37, Graduation Requirements, as provided under separate cover.

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

\* \* \* \* \*

#### **(Item 4) Action on a Request to Revise Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities**

##### **Background**

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On October 26, 2017, the Milwaukee Board of School Directors took action to direct the Administration to bring forth to the appropriate committee a policy and procedure to address situations related to Administrative Policy 5.2(3)(a)(2)(e). Administrative Policy 5.02, and Administrative Procedure 5.02, Use of School Facilities, have been revised to include provisions for the charging of fees and/or sale of concessions while permitting school district facilities, provided a Use of School Facilities Waiver Application has been approved by the Office of Operations, Department of Recreation and Community Services.

This change in policy and procedures accommodates requests by outside non-profits and community groups to exchange monies on site while permitting a school district facility. Recent examples that have required a waiver to Administrative Policy 5.02 include a Bike Bazaar by the Bike Federation of Wisconsin at Hamilton High School and a Farmers Market at Enderis Playfield. Permission to charge fees will be granted only if the profit-making use benefits the Milwaukee Public Schools or a charitable organization or is for a purpose that serves the public good.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.02, Use of School Facilities

##### **Fiscal Impact Statement**

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This item does not authorize expenditures.

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

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Upon approval by the Board, the Administration will follow the revised policy and procedure.

**Committee’s Recommendation**

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The Administration recommends that the Board approve the proposed changes made to Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities, as provided under separate cover.

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

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**COMMUNICATIONS AND PETITIONS**

**(Item 1) Communication 1718C-002 Regarding the Marine Corps and Student Goals**

**Background**

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The Office of Board Governance has received a communication, provided under separate cover, from Major Jerome Greco requesting a hearing regarding the Marine Corps and students’ personal and professional goals.

This item is being presented for referral in accordance with Board Rule 1.10, which requires that all communications be referred without action either to the appropriate committee for consideration or to the Superintendent in an attempt to settle the matter at issue without formal Board action.

*In accordance with Board Rule 1.10, Section (2), this communication was referred to the Superintendent of Milwaukee Public Schools.*

\* \* \* \* \*

**RESOLUTIONS**

**Resolution 1718R-016**

By Director Voss

WHEREAS, MPS has identified three goals that are essential to the accomplishment of the MPS’s vision and mission, the third being effective and efficient operations; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that “Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students”; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes improving organizational processes as a strategic objective in the area of effective and efficient operations; and

WHEREAS, In December 2017 the Milwaukee Board of School Directors took action to adopt Resolution 1718R-004, regarding school nutrition, which included the use of compostable/recyclable trays and plates to decrease food waste generated by school breakfast and school lunch; and

WHEREAS, Composting and recycling provides long-term cost savings by reducing waste and saving money on organic materials for landscaping use, with some school districts reporting reductions in waste-removal costs of 50%; and

WHEREAS, Composting and recycling programs provide students with hands-on learning in the areas of the recycling process, chemical and biological processes, and sustainability, while empowering students to take positive environmental action; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a district-wide composting and recycling program for the 2018-19 school year; and be it

FURTHER RESOLVED, That in developing the composting and recycling program:

- schools with current school-based composting and recycling programs be used as models for district-wide implementation;

- composting and recycling curriculum and learning activities be explored;
- participation in food-share programs be explored as a recycling strategy;
- partnership opportunities, such as those currently offered to MPS by Compost Crusader, be sought out;
- opportunities for cost savings in waste and recycling services be prioritized;
- recommendations and guidelines from the United States Environmental Protection Agency, the US Composting Council, and other leaders in composting and recycling be considered; and
- funding for the program be centralized; and be it

FURTHER RESOLVED, That an update on the planning and implementation of the program be brought to the Board no later than the June 2018 Board cycle.

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

The Board adjourned 9:33 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

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

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

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Excused — Director Bonds — 1.

The Board Clerk read the following call of the meeting:

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Tuesday, January 30, 2018, in the auditorium of the Central Services building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and possibly to take action on employment, compensation, and performance-evaluation data relative to the terms of an employment agreement with the Superintendent of Schools.

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

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

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Notice of Intent to Move to Suspend Board Governance Policy BG 3.05  
in Order to Elect a Secretary *Pro Tem*

*President Mark Sain hereby gives notice that he intends to make a motion to suspend Board Governance Policy BG 3.05, Role of the Board Clerk/Director, Office of Board Governance, section (1), Powers and Duties, in order to elect a secretary pro tem to perform the duties of clerk for the duration of the meeting.*

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JACQUELINE M. MANN, Ph.D.  
BOARD CLERK

President Sain Moved to suspend Board Governance Policy 3.05, Role of Board Clerk/Director, Office of Board Governance, section(1), Powers and Duties, in order to elect a secretary *pro tem* to perform the duties of Clerk for the duration of the meeting. The motion prevailed, the vote being as follows:

Ayes — Directors Harris, Miller, Phillips, Voss, and President Sain — 5.  
Noes — Directors Falk and Woodward — 2.  
Abstain — Director Báez — 1.

The Board Clerk/Director, Office of Board Governance, left the meeting.

Director Sain moved that Director Phillips serve as Secretary *pro tem* for tonight's meeting.

Ayes — Directors Bonds, Falk, Harris, Miller, Voss, and President Sain — 6.  
Noes — Director Woodward — 1.  
Abstain — Director Phillips — 1.

Director Voss moved to retire to closed session.

Ayes — Directors Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Noes — 0.

The Board retired to closed session at 5:55 PM.

The Board adjourned from the closed session at 9:16 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk