

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 6, 2018**

The special meeting of the Board of School Directors was called to order by Vice-President Miller at 7:06 PM

Present — Directors Báez, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Absent and Excused — Director Bonds and President Sain — 2.

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 6:30 P.M. (or immediately upon adjournment of the meeting of the Committee on Accountability, Finance, and Personnel scheduled to begin at 5:30 p.m.) on Tuesday, March 6, 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.

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

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

Ayes — Director Báez, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — 0.

The Board retired to executive session at 7:17 PM, whereupon President Sain joined the executive session via conference call.

Director Báez left the session temporarily at 8:47 PM and returned at 8:49 PM.

The Board adjourned from the executive session at 9:34 PM.

JILLAIN M. KAWALA
Board Policy and Records Manager

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 22, 2018

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

Present — Directors Báez, Bonds, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent and Excused — Director Harris — 1.

President Sain asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Miyanna Jelks, a third-grade student at Emerson, who passed away on March 10, 2018;
- Sara Mitchell, a special education teacher at Manitoba, who passed away February 25, 2018; and
- Steven Thomas, a building service helper at Victory, who passed away on March 7, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Ruth E. Maegli

Background

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

This month, the Milwaukee Board of School Directors is pleased to present the “Excellence in Education Award” to:

Ruth E. Maegli

Ms Ruth E. Maegli, a product of Milwaukee Public Schools who had attended Alcott Elementary, Alexander Bell, Jr., High School, and Hamilton High School, has dedicated 33.8 years of service to Milwaukee Public Schools. She started her career in Milwaukee Public Schools working for the recreation department at playgrounds and Palmyra camp. Ruth Maegli taught at Siefert, 24th Street, 65th Street, Vieau, Engleburg, and 35th Street elementary schools. After serving as an assistant principal at Bryant Elementary and the principal at Garland, Whittier, and Elm Creative Arts schools, Ms Maegli, who had moved to Central Services to accept the position of Project Director of the GE grant, later became the Chief of Innovation and, finally, Chief Academic Officer.

Ruth Maegli was one of the first four administrators in Wisconsin to receive the Master Educators License from the Wisconsin Department of Public Instruction. She was also recognized by the State Superintendent as an outstanding teacher.

One of her memorable accomplishments was earning the National Blue Ribbon Award with the staff and students at Garland Elementary School. Garland had been nominated by the Wisconsin Department of Instruction for closing the gap and moving proficiency to 90 percent.

Ruth is involved in a number of boards, including those of Junior Achievement, UPAF, Secure Futures, Board of Visitors-UWM, and the Leadership Council for Milwaukee Succeeds. She is also involved in her church, as well as in the Loose Bead Society of Greater Milwaukee.

Ruth E. Maegli has had an immeasurable impact not only on the members of the MPS family, but on the Milwaukee community by being involved in food drives, sock drives, book drives, and monetary collections for many local organizations. We are grateful for her and all that she has given to MPS and the greater MPS community.

The Milwaukee Board of School Directors recognizes and honors Ruth E. Maegli for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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President Sain called for a recess at 6:56 PM.

The Board reconvened at 7:08 PM.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

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

Cleveland Metropolitan School District Visit

On March 12, district administrators from the Cleveland Metropolitan School District visited Milwaukee for an exchange of information. Topics discussed included strategies around improving attendance and graduation rates, MPS FAFSA completion rates, MPS College Access Centers, MPS ProStart Culinary Arts program, and the district's career and technical education programming. It provided an excellent opportunity to share successes and challenges with one of our fellow districts.

Events/Programs/Announcements

Every Child Has a Story Book Drive

During February, MPS held the annual Central Services book drive. The theme of the book drive this year was Every Child Has a Story. We know that through reading, children are able to engage in stories both similar to and very different than their own. We all have a story that was special to us — fictional or non-fictional. And through those stories, we want children to begin to tell their own stories — and to know that their stories have meaning and value. The more books, the more stories, the more reading. Our goal of 200 books and \$600 collected for this year was bigger than last year.

Alternative Certification Fair for Aspiring Teachers

Milwaukee Public Schools' Office of Human Resources hosted the first Alternative Certification Fair at the North Division Campus. The event was for para-professionals, substitute teachers, or any individuals aspiring to become teachers. Representatives of local colleges and universities, as well as of alternative-certification programs, were present to share the opportunities that they offer prospective teachers. Participants were able to make personal connections with programs and to determine which programs best fit them. Aspiring teachers were able to ask questions and to find out about support offered by the programs — including supports that they may not advertise. In addition to meeting with program representatives, attendees networked with others to begin building relationships as prospective teachers.

Student-created Ice Cream to Be a Featured New Flavor at Purple Door

Milwaukee Public Schools and the Bartolotta Restaurants hosted the second annual ice cream-making competition at James Madison Academic Campus on March 1, 2018. More than 200 students in four teams

from all four MPS culinary arts schools — Bay View High School, James Madison Academic Campus, Vincent High School, and Washington High School — competed in this fun and educational contest.

The winning ice cream, which was created by the team from James Madison Academic Campus, consisted of maple ice cream with banana waffle, peanut butter, and chocolate royaltine. The delicious winning flavor will be featured at Purple Door Ice cream and will be available for public purchase before the summer.

The MPS culinary arts program, which uses the ProStart® curriculum, was initiated to build broad career-readiness skills needed for post-high-school success and to connect students to the restaurant-and-hospitality industry. The program is a great way for students to prepare for work in the industry and is valuable for teaching leadership and other skills transferable to post-secondary choices.

MPS began its culinary arts program last school year with approximately 325 students. Currently, the district has reached its goal of 480 students — 332 first-year, and 148 second-year — in culinary arts programs at all four schools.

Green Bay Packers Give Back

Milwaukee Public Schools will install a synthetic sports turf surface at the Casimir Pulaski Stadium in Milwaukee, thanks in part to a \$250,000 grant from the Green Bay Packers through the National Football League's Foundation Grassroots Program. The grant from the Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) is part of more than \$3 million in field-refurbishment awards allocated this year.

The NFL Foundation/LISC Grassroots Program, a partnership between the NFL Foundation and LISC, the nation's leading community-development-support organization, has committed nearly \$46 million to the program since 1998, supporting 336 projects nationwide. LISC identifies local, nonprofit, community-based agencies that have an interest in building or refurbishing football fields in schools and neighborhood parks. Through the program, local agencies are provided with the necessary financing and technical assistance to improve the quality and safety of fields in their communities. The agencies oversee the construction, maintenance, and programming of the fields. Fields are newly built or significantly renovated, with improvements including irrigation systems, lights, bleachers, scoreboards, goal posts, and turf. Grassroots grants are issued once established funding thresholds are reached for each project.

Meetings from late February through mid-March

(1) I met with George Hinton, CEO of the Social Development Commission (SDC), to discuss ways in which MPS and SDC can further engage in partnership.

(2) I was interviewed by Justin Johnson, of Edible Milwaukee, to discuss ProStart, our MPS culinary arts program, and the impact that this program is having on our students and the community.

(3) I participated on a panel at Marquette University with several other business leaders and community influencers on the important topic of health disparities among African-American and low-income children in Milwaukee. It was a profound and very informative panel, leaving many interested in learning more and wanting to support our youth.

(4) I traveled to the Chicago High School of Agricultural Sciences with a team to tour and learn more about its agricultural sciences program. We came back with great information for our teams.

(5) I participated in a panel of local superintendents and students on WTMJ radio, where we discussed school safety following the recent tragedy at Marjory Stoneman Douglas High School in the Broward County public school district in Florida. It was great having the dialogue with other districts and hearing the voice of students.

(6) I gave remarks at the 33rd Annual Black Excellence Awards at the Italian Community Center, where many great leaders were honored for their commitment and work in our community.

(7) I hosted a Coffee Shop Conversation event at the Lopez Bakery & Restaurant, which offered another opportunity to engage with the community in an intimate neighborhood setting and to discuss the future of MPS.

(8) I attended the meeting of the United Way's Volunteer Engagement Committee and my monthly meeting with Danae Davis of Milwaukee Succeeds.

(9) I participated in the MPS Foundation's meeting.

(10) I Held a Skype meeting with Dr. Sal Fernandez of the STEM Happens Network to discuss the STEM work that we're doing and ways to develop it further.

(11) I attended the AASA's (The School Superintendent's Association's) National Conference on Education in Nashville, TN, where I connected with fellow superintendents and thought-leaders for an extraordinary development and networking opportunity.

(12) I attended the 15th Annual Daddy/Daughter Dance at North Division. This event was made possible through a partnership among Milwaukee Recreation, the Social Development Commission and the Milwaukee Fatherhood Initiative. The fact that it was a sold-out event speaks to the success of the program and the value for fathers and daughters in this community.

(13) I shared district updates and talked about the importance of an education with the congregation and students of Zion Missionary Baptist Church at their Annual African American Heritage Program.

(14) I attended Mayor Tom Barrett's 2018 State of the City Address at the Northwestern Mutual Towers and Commons.

(15) I gave a keynote speech at Hi-Mount Community School as a part of the school's Black History Month celebration.

(16) I attended the 40 under 40 Award Celebration. As a former recipient, I was invited to celebrate this year's honorees.

(17) I attended a meeting with the Annenberg Institute to learn about its work through the PASSAGE (Positive and Safe Schools Advancing Greater Equity) program that addressed discipline disparities in Nashville. The purpose was to determine if that program would be a good fit for MPS to support our efforts in addressing discipline disparities here and implementing the Office of Civil Rights Resolution agreement.

(18) I hosted a Community Conversations event at the Enderis Park Neighborhood Association's board meeting. I truly valued the time with our constituents sharing information about our district and being able to engage with and answer their questions.

(19) I gave remarks at the Celebrating Abilities Family Forum at Milwaukee Marshall High School and also held a Community Conversations event during the forum.

(20) I met with Wendy Baumann, President of Wisconsin Women's Business Initiative Corporation (WWBIC), and her team to tour WWBIC and to discuss potential opportunities for engaging our families with them.

(21) I was interviewed for the City Year Milwaukee Annual Report.

(22) I attended the 37th Annual Professional Dimensions' Sacagawea Awards, where Dr. Eve Hall and Paula Pennebaker were honored.

(23) Tina Chang, CEO of SysLogic, Inc., and I interviewed each other on the theme of innovation at Brady Corp's guest speaker series.

Awards and Recognition

Achieve3000

As part of the MPS's commitment to help every student succeed, the online tool Achieve3000 is widely available in classrooms. This computer-based learning activity allows students in grades 4 to 12 to work at their own speed at levels that match their proficiencies. Four MPS classrooms have shown remarkable progress using this tool for instruction in science, social studies, and English language arts. Their teachers were honored on February 15 for the accomplishments shown by their students.

At Gilbert Stuart School, Roslyn Sampson's class has shown high levels of engagement and successful activity completion, with 87% of her students scoring 75% or better on their first assessment.

At Academy of Accelerated Learning, Kaela Zielinski's students have shown the highest overall Lexile gains for grades 4 and 5. The expected gain for this grade is 50 points, but Zielinski's average class gain is 124 — more than double the expectations! This class shows impressive usage, with 77% of students completing 50 to 59 activities.

Maria Ramos's class at Rogers St. Academy has shown the highest overall Lexile gains for grades 8 and 9. The expected gain for this grade is 25 points, and Ramos's average gain is 119. Her class shows high engagement, with 61% of her students completing 80 or more activities.

At the high-school level, Nancy Smith's class at South Division High School can boast the highest overall Lexile gains for high schools. The expected gain for this grade group is 25 points, and Smith's average gain is 77 — triple the expected increase.

Wisconsin Association of Cheer & Pom Coaches Cheerleading Competition

The Rufus King Cheer Dance team placed third in the Cheer Dance Small division at the Wisconsin Association of Cheer & Pom Coaches (WACPC) Cheerleading State Competition. King was the sole MPS school represented. They are coached by Rufus King Alumni Veronica Bohannon and Robin Anderson.

53rd St. School's CLC students win NBA Math Hoops Tournament

Congratulations to sixth-grader Kyla McCray and eighth-grader Fayth Buchanan Cooper, the 2018 NBA Math Hoops tournament champions! Cooper and McCray represented their 53rd St. School Community Learning Center on Tuesday, March 6, at the second annual edition of the event in Wisconsin. NBA Math Hoops hosts 23 total tournaments across the nation.

NBA Math Hoops brings in fourth-to-eighth-grade students from across the area to participate in an event at the Milwaukee Bucks' brand new Froedtert and Medical College of Wisconsin Sports Science Center. Over 70 "mathletes" from Milwaukee, Racine, Oak Creek, Waukesha, and Pewaukee attended the tournament, including 26 students from Milwaukee Recreation-affiliated locations. The NBA Math Hoops event is a free program for all Milwaukee public schools after-school groups through a partnership with the Bucks and a sponsorship by GE Healthcare. In addition to our 53rd St. CLC champions, two-person teams from Auer Ave. School CLC, Carver Academy CLC, Camp Congress, Camp Fairview, Fratney CLC, Camp Hawley, Kagel CLC, Lincoln Ave. School CLC, Thurston Woods Academy CLC, Camp Thoreau, Story School Safe Place, and Zablocki School CLC all participated this year.

This is the second consecutive year in which an MPS after-school program has captured the NBA Math Hoops crown: Camp Fairview won the tournament in 2017.

Students' test scores have improved in each year of the national event; scores jumped nearly 37 percent in the 2015-16 school year.

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(Item 2) Report with Possible Action Regarding DPI Educator License Changes

Background

The Wisconsin state budget (2017-2019) contains major changes to educator licensure rules that became effective in September 2017. Due to these changes, the district is developing a procedure to implement the new licensure rules.

The terms *initial educator* and *professional educator* are no longer used.

Per Wis. Admin, Code PI 34, educator licenses are now based on the following license stages:

- Provisional Educator License — Educators who completed an approved educator reparation program for the first time in a license category (Teaching, Administrator or Pupil Services) after September 23, 2017, will be issued a Provisional Educator License for each license within that category.
- Lifetime Educator License — This license may be issued to educators who successfully completed at least six semesters of experience in the category of their Provisional Educator license and have completed all statutory requirements.
- Master Educator License — This optional lifetime license may be issued to educators who successfully completed a National Board Certification by National Board of Professional Teaching Standards (NBPTS) or a Wisconsin Master Educator Assessment Process (WMEAP). Strategic Plan Compatibility Statement.

The information below describes the next steps for licenses that expired prior to June 2017, those that expire in 2018, and those that will expire after 2018.

Educators whose licenses expired in or prior to June 2011

DPI's goal is to help the educator to hold a license that is valid. The educator's role is to make the license valid.

Initial Educator

- Apply for a Provisional License when available.
- License will be transitioned to a Lifetime License per DP

- Master/Professional Educator
 - Apply for a one-year Extension
 - License will be transitioned to a Lifetime License pPer DPI
 - If the one-year extension has already been used, apply for a Provisional License
- License with stipulations
 - Apply for a Provisional License *ASAP*
 - Contact DPI *ASAP*
 - If the one-year extension has already been used, apply for a Provisional License

Educators whose licenses will expire in June 2018

DPI's role is to transition the educator's license. The educator's role is to check License Look-up and be patient

- Initial Educator
 - License will be automatically transitioned to a Provisional License per DPI
 - If you have completed six semesters, apply for a lifetime license
- Master/Professional Educator
 - License will be automatically transitioned to a Lifetime License per DPI
- License with Stipulations
 - License will automatically transition to a Provisional License per DPI
 - If you have completed six semesters, apply for a Lifetime License
 - Contact DPI *ASAP*

Initial Educators whose licenses expire after June 2018

DPI's role is to transition educator licenses for these license periods to provisional licenses for the period 2017-2020. The dducator's role is to check License Look-up and be patient.

Licenses automatically will be transitioned to Provisional Licenses per DPI

License Period		
<u>2014-2019</u>	<u>2015 -2020</u>	<u>2016-2021 & beyond</u>
IF you have completed six semesters, apply for a lifetime license	IF you have completed six semesters, apply for a lifetime license	WHEN you have completed six semesters, apply for a lifetime license

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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 state's legislative session is nearing an end to discussions around school-safety policy and potential legislation that has been dominating the discussions. State Superintendent Evers has introduced a policy package that includes revenue-limit flexibility of \$100 per pupil. Under the proposal, revenues would be used at the discretion of local school districts in order to fund their specific school-safety needs. The policy is one that MPS supports as part of its legislative agenda and would reinstate a provision that was once state law. It is anticipated that Governor Walker will introduce a proposal of his own in the coming days.

At the federal level, committees are in the process of determining the distribution of funds from a domestic spending package. A partnership od the Council of Great City Schools and others has asked legislators to increase funding for Title I in order to support economically disadvantaged student, and to protect and increase funding for Title II programs that support key training and professional development initiatives for teachers and principals.

The Council of Great City Schools has also called for a federal-level school-safety package that includes a ban on assault weapons, universal background checks on the purchase of all other firearms, improved collection of data on gun use, \$1 billion for expanded mental health services, and \$1 billion for school-safety improvements. Despite President Bush's support for its extension, Congress allowed the federal-level assault weapons ban to expire in 2003.

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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

At its regular meeting of December 21, 2017, the Board adopted Resolution 1718R-003 by Directors Falk and Harris, which directed that:

- the Administration and the Office of Accountability and Efficiency develop a comprehensive plan to conduct an inventory of district property of artistic, historic, or monetary value; and
- the Office of Board Governance, in conjunction with the Administration and the Office of Accountability and Efficiency, develop policies and procedures governing the inventory, retention, archiving, loaning, donation, and sale of district property.

The action also directed that a report be brought back to the Board in March 2018.

Consistent with the Board's action, it is the purpose of this collaborative work to collect, preserve, document, care for, and make accessible to the public the District's continuing heritage by way of systematic collections management. Items of social, political, economic, industrial, agricultural, technological, and cultural significance may contribute to the understanding of the heritage of Milwaukee Public Schools and may be added to collections.

Framework for Development

The following framework has been developed to provide adequate scope, analysis of risk, and considerations of long-term implications associated with the purpose of this work.

Policy/Procedures

Policy will provide the authority and responsibilities for the long-term governance of district collections. The OAE and the Administration will work with the Office of Board Governance to develop policy and procedure. We have determined that the policy should provide guidance in the following areas:

1. Control of Collections
 - a. Authority, Oversight, and Responsibilities
 - b. Acquisitions/Accessions
 - (1) Found (District-owned)
 - (2) Gifts
 - (a) Promised
 - (b) Partial
 - (3) Purchases
 - (a) Solicitation
 - (b) Commissioned
 - (c) Sponsored
 - (4) Bequests
 - (5) Transfer and Exchange
 - (6) Intergovernmental
 - c. Conveyance of Ownership
 - d. Deaccessions
 - (1) Criteria for removal
 - (2) Authority
 - (3) Types
 - (a) Destruction
 - (b) Transfer to other Institutions
 - (c) Sale of Accessioned objects

- (d) Sale of Non-Accessioned objects
 - (e) GASB 34 reporting requirements
 - (4) Records of Deaccessions
- e. Loans
 - (1) Outgoing
 - (2) Incoming
- 2. Care of Collections
 - a. Records
 - b. Inventories
 - c. Display
 - d. Security
 - e. Conservation
 - f. Risk Management
 - g. Reports
 - h. Disaster Plan
 - i. Digital Archive
- 3. Access and Use
- 4. Public Protests

Conducting an Inventory

The following guidelines will direct the inventory and the decision-making that is to be conducted of district assets.

- 1. Defining the inventory record
 - a. Accession or unique inventory control number
 - b. Current location
 - c. Staff member confirming location
 - d. Date object is located
 - e. Brief condition assessment
 - f. Confirm dimensions
 - g. Storage needs assessment
 - h. Documentation of accessories (frames, mounts, etc.)
- 2. Inventory staff
 - a. Existing staff/Temporary Staff
 - b. Interns/Volunteers
 - c. Independent work or team based
 - d. Specialization or cross training across individuals or teams?
- 3. Logistics
 - a. Work and storage areas for inventorying
 - b. Dedicated space
 - c. Required equipment on-hand
 - d. Purchasing requirements and timelines
- 4. Collections Management System (CMS)
 - a. Existing asset management systems/New
 - b. Direct entry into system at inventory location or batch processing
 - c. Barcoding
 - d. System connectivity at collection sites
 - e. Reporting and auditing
- 5. Inventory Manual/Procedures
 - a. Documentation guidelines
 - b. Definitions and nomenclature
 - c. How-to steps and examples
- 6. Storage and Organization
 - a. Environmental Conditions
 - b. Room/Rack/Bin
 - c. Access and security

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

The Board Clerk presented 17 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 February 23 and 28 2018, and March 6, 12, 14, 15, 16, and 19, 2018.

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

Ayes — Directors Báez, Bonds, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 8.
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 2, *Report with Possible Action on Current Limited-Term Employees*, was set aside at the request of the Administration.
- Item 9, *Award of Professional Services Contracts*, was set aside as the Committee had forwarded a portion of the item without recommendation.

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

Ayes — Directors Báez, Bonds, Falk, Miller, Phillips, Voss, Woodward, and President Sain — 8.
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

Code	Name	Position and Salary	Date
		<u>New Hires</u>	
2	Monica Brinkley	Building Service Helper I \$12.18 per hour	01/29/2018
2	Dwight Coleman	Building Service Helper I \$12.18 per hour	01/29/2018
2	Trayvon Cromwell Harper	Building Service Helper I \$12.18 per hour	02/05/2018
2	Theresa Lewis	Building Service Helper I \$12.18 per hour	01/29/2018
2	Matthew Mabry	Building Service Helper I \$12.18 per hour	01/29/2018
5	Mark Hinkens	Boiler Attendant Trainee \$32,995.04	02/05/2018
5	Monica Greene	Children's Health Assistant \$17,236.80	01/29/2018
2	Latisha Wilson	Children's Health Assistant \$17,236.80	01/26/2018
5	Jehan Barakat	Food Service Assistant \$11.91 per hour	02/06/2018
2	Joseph Battiste	Food Service Assistant \$11.91 per hour	02/06/2018
2	Linda Charles	Food Service Assistant \$11.91 per hour	02/06/2018
2	Debra Frazier	Food Service Assistant \$11.91 per hour	02/06/2018
2	Nastassia Haley	Food Service Assistant \$11.91 per hour	01/23/2018
2	Chakita Johnson	Food Service Assistant \$11.91 per hour	02/06/2018
2	Marika Kimber	Food Service Assistant \$11.91 per hour	01/23/2018
2	Robert Perry	Food Service Assistant \$11.91 per hour	02/06/2018
2	Dorothy Phifer	Food Service Assistant \$11.91 per hour	02/06/2018
2	Tylette Pope Hegwood	Food Service Assistant \$11.91 per hour	01/23/2018
2	Nancy Segura	Food Service Assistant \$11.91 per hour	02/06/2018
2	Crystal Singleton	Food Service Assistant \$11.91 per hour	01/23/2018
2	Porche Smith	Food Service Assistant \$11.91 per hour	01/23/2018
2	Avis Thomas	Food Service Assistant \$11.91 per hour	01/23/2018
2	Yonquel Thomas	Food Service Assistant \$11.91 per hour	01/23/2018
2	Shemia Tyra	Food Service Assistant \$11.91 per hour	01/23/2018
2	Diondre Washington	Food Service Assistant \$11.91 per hour	01/23/2018
2	Michelle Whitfield	Food Service Assistant \$11.91 per hour	01/23/2018

Code	Name	Position and Salary	Date
2	Rochelle Wilborn	Food Service Assistant \$11.91 per hour	01/23/2018
2	Vickie Wilks	Food Service Assistant \$11.91 per hour	02/06/2018
4	Miguelina Berroa	Para Ed Assistant \$18,315.98	01/29/2018
5	David Boehler	Para Ed Assistant \$18,315.98	02/01/2018
5	Liza Cohen	Para Ed Assistant \$18,315.98	01/29/2018
4	Adriana Gomez	Para Ed Assistant \$18,315.98	02/02/2018
4	Kiara Quinones	Para Ed Assistant \$18,315.98	01/29/2018
4	Zoe Schultz	Para Ed Assistant \$18,315.98	01/22/2018
2	Deborah Smallwood	Para Ed Assistant \$18,315.98	01/29/2018
5	Maxwell Uvena Stefanovich	Para Ed Assistant \$18,315.98	02/09/2018
4	Sherleen Vega	Para Ed Assistant \$18,315.98	01/23/2018
2	Brian Wilder	Para Ed Assistant \$18,315.98	02/07/2018
2	Shaykira Grant	School Secretary I — 12-month \$28,544.80	01/23/2018
5	Tim Stelzl	Sheet Metal Worker \$39.62	02/05/2018 per hour
4	Lupita Hernandez	Social Work Aide II \$16,131.72	02/02/2018
<u>Promotions</u>			
2	Larina Crawford	Boiler Attendant Trainee \$32,995.98	01/29/2018
2	Idella Shoemaker	Para Ed Assistant \$18,315.98	02/01/2018
2	Andre Bird	School Engineer III \$55,418.52	01/29/2018
2	Carla Brinkley-Thomas	School Engineer III — Over 250,000 ft \$57,751.10	01/29/2018
2	Edward Easley	School Engineer IV \$52,537.65	01/29/2018
2	Genie Foster	Secretary II \$32,454.79	02/05/2018
<u>Rehires</u>			
2	Mary Grant	Food Service Assistant \$11.91 per hour	01/23/2018
2	Debra Osby	Food Service Assistant \$11.91 per hour	01/23/2018
2	Angela Robinson	Food Service Assistant \$11.91 per hour	01/23/2018
2	Mary Sephus	Food Service Assistant \$11.91 per hour	02/06/2018
5	Michelle Dekutowski	Para Ed Assistant \$20,147.59	02/05/2018
2	Sally Hamilton	Para Ed Assistant \$18,756.91	02/05/2018
2	Jermaine Harris	Para Ed Assistant \$18,860.82	01/30/2018

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
Certificated Appointments — Teachers				
5,nr	Davis, Angelica Gen Elem & K8 — All Grades	B	\$45,100.00	2/5/2018
4,nr	Elenteny, Alex Health & Phy Ed	B	\$41,476.56	1/29/2018
5	Elsbernd, Catherine AMP Art	B	\$41,476.56	2/5/2018
5	Ewig, Thomas Gen Elem & K8 — All Grades	B	\$45,503.41	1/29/2018
3,nr	Gupta, Shefali SAGE	B	\$41,476.56	1/19/2018
2,r	Hines, Marquis Gen Elem & K8 — All Grades	B	\$62,746.38	2/5/2018
2,r	Johnson, Monica Special Ed Multicategorical	B	\$41,476.56	2/14/2018
2,nr	Lockett, Corey Foreign Language	B	\$41,476.56	2/13/2018
2,r	Whitten, Ceaira Multicategorical Comp Sen	B	\$41,476.56	1/31/2018
2,r	Windom, Bobby Gen Elem & K8 - All Grades	B	\$41,476.56	1/26/2018
Certificated Appointments — Teachers, IB Calendar				
4,r	Rodriguez, Deborah School-Age Parents — Guidance	B	\$46,000.00	1/30/2018
4,r	Santiago, Hector Multicategorical Comp Sen	B	\$41,476.56	2/13/2018
5	Casey Schumacher Foreign Language	C	\$55,000.00	2/5/2018
Certificated Appointments — Teacher Leader (ES School)				
5	Obrien, Susan Grant Transitional	B	\$85,773.81	1/9/2018

Codes and Counts

a	Reappointment without tenure
b	Reappointment with tenure
nr	Non-Residents
r	Residents
1.	Native American 0
2.	African American..... 5
3.	Asian/Oriental/Pacific Islander 1
4.	Hispanic 3
5.	White..... 5
6.	Other 0
7.	Two or More Ethnic Codes 0
	Males..... 6
	Females 8

Retirements/Resignations

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	30.2	2	Jeri Agee	Principal	Hawthorne	06/08/2018
Retire	29.5	5	Debra Alt	Teacher	Wedgewood	05/22/2018
Retire	24.3	5	Mary Anderson	Teacher	Central Svcs	06/12/2018
Retire	32.0	5	Michael Barna	Teacher	Rufus King	05/22/2018
Personal	1.5	5	Sara Barrows	Teacher	Milw Sign Lang	02/28/2018
Retire	12.0	5	Sarah Bellehumeur	Teacher	Browning	06/13/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	12.5	5	Kathryn Berg	Teacher	Central Svcs	02/22/2018
Retire	32.4	5	Debra Bitting	Teacher	Rufus King	05/22/2018
Retire	28.5	5	Jane Borden	Teacher	Parkside	06/12/2018
Retire	32.6	5	Cynthia Braun	Teacher	Burbank	06/12/2018
Retire	26.4	2	Jeffrey Brown	Teacher	Wedgewood	05/22/2018
Retire	27.0	2	Thelma Brown	Teacher	LaFollette	06/12/2018
Retire	26.7	2	Arletta Browning	AP	Bethune	06/13/2018
Retire	33.5	4	Sylvia Buckman	Principal	Fratney	06/21/2018
Retire	29.4	5	Peggy Buerosse	Teacher	South Division	04/22/2018
Retire	24.0	5	Erin Cecil Pigo	Teacher	Lincoln MS	05/22/2018
Retire	28.4	5	Sharon Champeau	Teacher	Fernwood	06/12/2018
Retire	32.4	5	David Chilinski	Teacher	Burdick	06/12/2018
Retire	29.0	5	Ronda Christoph	Teacher	Pulaski	05/22/2018
Retire	22.5	2	Patricia Cifax	Principal	Curtin	06/21/2018
Retire	33.4	5	Shelley Craine	Teacher	HS of the Arts	05/22/2018
Retire	33.0	5	Prudence D'Alessio Caniza	Teacher	Hartford	06/12/2018
Retire	27.7	5	Linda De Arteaga	Teacher	Bay View	05/22/2018
Retire	31.5	5	Deborah Dillon	Teacher	Whitman	06/12/2018
Retire	21.0	5	Rick Drake	Teacher	Wedgewood	05/22/2018
Retire	34.7	5	Mary Lou Eggert	Teacher	Stuart	06/12/2018
Retire	25.4	2	Portia Ewing Lipsey	Principal	Story	06/21/2018
Retire	30.7	5	Janet Fendos	Teacher	Rogers St	06/12/2018
Retire	32.5	3	Jody Ferguson	Teacher	Lincoln MS	05/22/2018
Retire	24.4	5	Margaret Fox	Teacher	Lincoln Ave	06/12/2018
Retire	28.5	2	Hearldean George	Teacher	Central Svcs	06/12/2018
Retire	29.4	5	Michelle Gurn	Teacher	Golda Meir	05/22/2018
Retire	19.5	5	Bryon Hancock	Teacher	MSL	05/23/2018
Retire	30.0	2	Sheila Harris	SSW	Bradley Tech	05/24/2018
Retire	36.0	4	Alicia Herrera Long	Teacher	Rogers St	06/12/2018
Personal	0.1	5	Erin Hill	Teacher	Morgandale	01/29/2018
Retire	37.0	5	Susan Holmstrom	Psych	Hartford	06/13/2018
Retire	18.5	2	Deborah Holton	Teacher	Roosevelt	05/22/2018
Retire	33.5	5	Daniel Homontowski	Teacher	Manitoba	06/12/2018
Retire	30.5	5	Kathleen Hoppe	Teacher	Cooper	06/12/2018
Retire	22.5	2	Dawn Jackson	Teacher	Starms	05/22/2018
Retire	33.0	5	Joel Jarnes	Emp Spec	Central Svcs	05/22/2018
Retire	28.5	2	Terri Jones	Teacher	Central Svcs	05/22/2018
Retire	23.5	5	Ronny Kerst	Teacher	Hamilton	05/22/2018
Retire	16.5	5	C Lynn King	Teacher	Goodrich	06/13/2018
Retire	31.4	5	Ellen Koeller	Teacher	Marshall	05/22/2018
Retire	23.3	5	Jean Konieczny Heideman	Teacher	Honey Creek	06/12/2018
Retire	33.4	5	Kathryn Kooi	Teacher	Honey Creek	06/12/2018
Retire	31.5	5	Julie Koth	Teacher	53rd Street	06/14/2018
Retire	31.4	5	Patricia Kurth	Teacher	Grant	06/12/2018
Retire	30.4	5	Margaret Kush	Teacher	Clarke	06/12/2018
Retire	33.5	5	Pamela Kutcher	Teacher	Riverside	05/22/2018
Retire	8.4	5	Nancy Lieber	Lib Med Specialist	King MS	05/24/2018
Retire	32.4	5	Karen Lustig	Teacher	Riverside	05/22/2018
Retire	22.5	5	Roxane Mayeur	Teacher	Meir	05/22/2018
Retire	31.5	5	Janet McCarthy	Teacher	Bay View	05/25/2018
Retire	27.5	5	Lisa Menefee	Teacher	Central Svcs	06/30/2018
Retire	31.8	5	Shari Michael	Teacher	Washington	05/22/2018
Retire	29.4	5	Gail Milbrath	Teacher	Greenfield	06/12/2018
Retire	27.4	2	Martha Miles	Teacher	Parkview	06/12/2018
Retire	30.5	2	Michael Miller	Teacher	Obama SCTE	05/22/2018
Retire	24.4	5	Scott Mixdorf	Teacher	Pulaski	05/22/2018
Retire	30.5	5	Joette Montemurri	Teacher	Honey Creek	06/12/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	27.5	5	Norma Mortimer	Teacher	Marshall	05/22/2018
Retire	25.5	2	M Yolanda Nabors	SSW	Central Svcs	06/13/2018
Retire	31.5	5	Richard Neustifter	Teacher	Trowbridge	06/12/2018
Other Work	19.9	5	David Pangallo	Teacher	Obama SCTE	01/29/2018
Retire	33.5	5	Cristine Parr	Teacher	MACL	06/12/2018
Retire	35.8	5	Carrie Paterson	Teacher	Gaenslen	06/12/2018
Retire	32.2	5	Richard Perinovic	Teacher	Lowell	06/12/2018
Retire	32.3	2	Esamenia Perry	Teacher	Marshall	06/30/2018
Retire	31.5	5	Tamela Perushek	Teacher	Stuart	06/12/2018
Retire	31.4	5	Jacqueline Pickering Mlaker	Teacher	Burbank	06/13/2018
Retire	23.0	2	Lorna Longmire Piggee	Teacher	Pierce	06/12/2018
Retire	22.0	4	Marta Pinon	Teacher	Greenfield	06/12/2018
Retire	29.0	5	Marc Prather	Teacher	Pulaski	05/22/2018
Retire	28.3	4	Carmen Reyes	Teacher	Wedgewood Park	06/29/2018
Retire	25.5	4	Elizabeth Rivera	Teacher	Hayes	06/12/2018
Retire	29.0	5	Michele Roy	Teacher	Central Svcs	06/12/2018
Retire	28.4	5	Henry Sampson	Teacher	Lincoln MS	05/22/2018
Retire	20.3	4	Carlos Sanchez Pierola	Teacher	Pierce	06/12/2018
Retire	31.4	5	Susan Scaffidi	Teacher	Fairview	06/12/2018
Retire	30.5	5	Michael Schinner	Teacher	Bay View	05/22/2018
Retire	28.5	5	Mari Jo Scicero	SSW	Alliance	05/24/2018
Retire	26.4	5	Lisa Segalla	Teacher	Audubon MS	05/22/2018
Retire	27.4	5	Randy Segalla	Teacher	Wedgewood	05/22/2018
Retire	31.1	5	David Shadlen	Teacher	Hamilton	06/01/2018
Retire	38.7	5	Erika Siemsen	Teacher	Neeskara	06/12/2018
Retire	31.0	5	Jana Spence	Teacher	Central Svcs	05/22/2018
Retire	29.0	5	Joan Staeven	Teacher	Central Svcs	05/22/2018
Retire	32.0	5	Karen Steele	Teacher	Longfellow	06/30/2018
Retire	27.1	2	Regina Stingley	Teacher	Rufus King	05/22/2018
Retire	30.4	5	Lori Straubhaar	Teacher	Morse	05/22/2018
Retire	32.4	5	Christine Sylvester	Teacher	Burbank	06/12/2018
Retire	32.5	5	Sandra Ulatowski	Teacher	Riley	06/12/2018
Retire	27.5	5	Carol Vanderlois	Teacher	Neeskara	06/12/2018
Retire	21.1	5	Linda Van Lanen	Teacher	Burbank	06/12/2018
Retire	27.3	2	Roy Watson	Teacher	Clarke St	06/12/2018
Retire	24.5	5	Diana Wellinghoff	Teacher	Greenfield	06/12/2018
Retire	28.5	2	Dennis White	Teacher	Marshall	06/02/2018
Retire	27.0	2	Betty Whitehead	Teacher	Clarke	06/12/2018
Retire	21.3	5	Thomas Wirth	Teacher	Clemens	06/12/2018
Retire	34.0	5	Mary Zydzik	Teacher	Whittier	06/12/2018
<u>Classified Retirements</u>						
Retire	26.4	2	Edward Lewis	Food Srv	Webster	02/01/2018

Leaves

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, January 2018 Crystal Silkwood	King Middle School	01/19/2018
Personal Leave, March 2018 Marni Pollack	Carver Academy	03/08/2018
Illness Leave, January 2018 Mary Fazio	Central Services	01/29/2018
Bryan Freeman	Doerfler	01/23/2018
Lorna Longmire Piggee	Franklin Pierce	01/30/2018
Karen Silber	French Immersion	01/03/2018

Committee’s Recommendation

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

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

* * * * *

(Item 2) Report with Possible Action on Current Limited-Term Employees

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

Background

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

Attached to the minutes of your Committee’s meeting is the current list of LTEs active during July-December 2017.

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.

The Administration distributed a new list of active LTEs with revised budget codes.

* * * * *

(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Code	Name	Position and Location	Salary
(2)(nr)	Ebony Davis	Assistant Principal I — Milw. Sign Language Office of the Chief of School Administration	Schedule 03, Range 10C \$74,270
(4)(r)	Gloria Roschke	Assistant Principal I — Mitchell Office of the Chief of School Administration	Schedule 03, Range 10C \$74,270
(5)(r)	Jill Weber	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C \$66,473
(2)(r)	ShonDa Morgan	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$62,480
(5)(r)	Adrienne Beck	Payroll Analyst I Office of the Chief of Finance	Schedule 03, Range 05A \$51,825
(4)(nr)	Richard Garcia	Planning Assistant III Office of the Chief of Operations	Schedule 03, Range 02A \$46,500

Code	Name	Position and Location	Salary
(5)(nr)	Richard VonDrasek	Supervisor, Safety Assistant III Office of the Chief of School Administration	Schedule 03, Range 02C \$41,721

Recommended LTE Contracts

Your Committee recommends that the Board suspend Administrative Policy 6.37 and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed below.

Code	Name	Position and Location	Hourly Compensation
(2)(r)	Miriam Smith	Customer Service Trainer Office of the Chief of Staff 1/1/18 to 6/30/18	\$50.00
(2)(r)	Rose Carr	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	\$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	\$40.00
(5)(nr)	Mary Kelley	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	\$40.00
(5)(r)	Virginia McFadden	Principal Assessment Center Office of the Chief of School Administration 1/1/18 to 6/30/18	\$40.00
(5)(r)	Carol Stein	District IB/Advanced Academics Expansion Consultant Office of the Chief of Academics 1/1/18 to 6/30/18	\$40.00
(5)(r)	Geoff Carter	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	\$30.00
(5)(r)	Debbie Karow	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	\$30.00
(5)(r)	Robin Kitzrow	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	\$30.00
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate Office of the Chief of Academics 2/1/18 to 6/15/18	\$30.00
(5)(r)	Robin Waeltz	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	\$30.00
(5)(r)	Steven Friedenber	Violin Teacher Office of the Chief of School Administration 1/3/18 to 6/30/18	\$25.00
(5)(nr)	Emily Holzward	Dietitian Field Supervisor Office of the Chief of Operations 1/29/18 to 7/31/18	\$25.00
(2)(r)	Janet Jordan	Talent Management Assistant Office of the Chief of Human Resources 1/8/18 to 4/5/18	\$25.00
(5)(nr)	Megan Burk	Adopt-a-School/Community Partnership Grant Office of the Chief of Staff 1/1/18 to 6/30/18	\$21.00
(2)(r)	Rhonda Downey	Jobs for America's Graduates Program Specialist Office of the Chief of Academics 10/1/17 to 3/31/18	\$20.00
(2)(r)	Sharnece Nelson	Assistant Analyst Office of Accountability and Efficiency 1/30/18 to 6/08/18	\$17.00

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 4) Report with Possible Action Regarding the Role of the MPS Compensation Review Committee and MPS Position Titling Conventions

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 January 25, 2018, the Board directed the Administration to bring a report to the Board 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.

Compensation Review Committee

The Compensation Review Committee, which meets every other week for an hour and consists of two employees from Human Resources, one from Operations, one from Finance, and one from the Office of Innovation and Information.

The role of the Compensation Review Committee is to review the rationale for any newly requested positions within MPS and any positions considered for reclassification of salary ranges or salary increases before and after the reclassification.

A reclassification may be required when there is a substantive change in the duties and responsibilities of a job that may occur due to changes in the organization, type of work, staffing requirements, technology, or when the classification (title, job grade, or status) assigned to the job is incorrect based on the actual job duties. The primary goal of a reclassification is to ensure that the work being performed corresponds with the job description. As such, reclassification may result in a change in the current salary grade. After study, if the Committee determines the reclassification is appropriate, the employee's pay must fall within the determined salary range and will be brought to the Board for approval. Any changes in pay will be considered in relation to internal and external market equity, the complexity or scope of duties and responsibility; and how critical the skills are to attain departmental or district goals.

If a reclassification results in an increase in the salary range of a position, increases are as follows:

- One Level (Change in Salary Grade)4%
- Two Levels (Change in Salary Grade)8%
- Three or more Levels (Change in Salary Grade).....10%

The same percentages are followed for decreases in salary range. It is always important that the employee fall within the new salary range.

If the Committee determines that the salary range is appropriate for the position, but the employee is not being compensated at a level commensurate with job duties and internal equity, it may recommend adjustment of salary within the range, and the recommendation will be brought to the Board for approval.

Titling Conventions History

The initial discussions started in November 2013 with the Chief Human Resources Officer. MPS implemented a new procedure to align position titles with each pay grade to ensure consistency across the district. The titles were developed to allow MPS administrators to understand where they are currently placed

and to what positions they may aspire. In April 2016, titling conventions were implemented in PeopleSoft by the Chief Human Resources Officer. The Administration continues to monitor and streamline position titles.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 4.10, Employee Reclassification

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 5) Action on a Request to Seek Position Authority for a Coordinator I, Culturally Responsive Practice

Background

The Administration is seeking position authority for a Coordinator I, Culturally Responsive Practice, to serve as a liaison between the University of Wisconsin-Milwaukee and Milwaukee Public Schools to promote culturally-responsive practices for educators. The job description for this position is attached to the minutes of your Committee’s meeting.

The position went through the job-classification process to identify position level and salary range. The position level was determined to be 06A, and the corresponding salary range is \$58,340-\$84,523.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position will come out of the UWM/MPS Asset-based Cultural Competence Ensuring Student Success (ACCESS) grant's approved budget. The term of the grant is from October 1, 2017, to September 30, 2020.

Upon termination of the grant, the position may be eliminated or repurposed based on program continuation, subject to board approval.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the request for position authority for the Coordinator I, Culturally Responsive Practice, to be effective March 23, 2018.

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

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(Item 6) Action on a Request to Seek Position Authority for an Analyst I, On-line Programs, and a Specialist I, Gifted & Talented Curriculum

Background

The Administration is seeking position authority for two positions to support the Smart Spaces Grant awarded to Milwaukee Public Schools — Analyst I, On-line Programs, and Specialist I, Gifted & Talented (GT) Curriculum. Together these positions will work to develop additional programs for GT youth as well as a variety of delivery options. The job descriptions for these two positions are attached to the minutes of your Committee’s meeting.

The positions are currently housed at the University of Wisconsin-Madison, and upon approval of position authority, they will transition to MPS. Based on the skills required and similar positions within MPS, the recommended salary ranges are:

- Analyst I, On-line Programs.....Range 05A: \$51,825-\$75,102
- Specialist I, Gifted & Talented CurriculumRange 08A: \$64,108-\$92,962

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the positions will come out of the Smart Spaces Grant's approved budget. The term of the grant is from October 1, 2017, to September 30, 2022.

Upon termination of the grant, the position may be eliminated or repurposed, based on program continuation and subject to the Board’s approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will move forward with the hiring process for these positions.

Committee’s Recommendation

Your Committee recommends that the Board approve the request for position authority for the Analyst I, On-line Programs, and the Specialist I, Gifted and Talented Curriculum, to be effective March 23, 2018.

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

* * * * *

(Item 7) Action on a Request to Seek Position Authority for a Manager I, Student Discipline

Background

The Administration is seeking position authority for a Manager I, Student Discipline to oversee the district’s discipline procedures and to ensure appropriate interventions are established to maintain a fair and equitable discipline policy throughout Milwaukee Public Schools. This position will reside in the Department of Student Services. The job description for this position is attached to the minutes of your Committee’s meeting.

The position has been evaluated, and the recommendation for the salary range is an 11A: \$73,962-\$107,268.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

Funding to support this position will be incorporated in the FY19 budget to make certain that the district remains consistent with the agreement with the Office of Civil Rights.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the request for position authority for the Manager I, Student Discipline, to be effective July 1, 2018.

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

* * * * *

(Item 8) Action on Monthly Finance Matters: Informational Report on a Change Order in Excess of \$25,000; 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; Acceptance of Donations

Report on Change Order in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds \$25,000.

Contract: C026345

Infor Public Sector, Inc./Stellar Services, Inc.

On May 25, 2017, the Administration requested authorization to waive Administrative Policy 3.09(9)(e) in order to enter into a contract with Infor Public Sector, Inc., for the implementation of a new HRMS/FIS system (Infor CloudSuite) and to authorize the purchase of the Infor CloudSuite software licenses and maintenance from Stellar Services, Inc., an authorized Infor reseller and HUB vendor. The initial term is a seven-year period, from June 1, 2017, through June 30, 2024.

During implementation of the learning-management system (LMS) portion of Infor CloudSuite, it was determined that an addition module, Social Collaboration, would allow for more robust use of the LMS system by allowing online interactions. As such, the Department of Technology is now adding funds in the amount of \$89,158.50 to purchase the annual licenses (\$77,338.50 to Stellar Services, Inc., throughout the initial term) and to implement the Social Collaboration Module (\$11,820 to Infor Public Sector, Inc.)

Original Contract Amount.....	\$ 18,663,856.11
Increase.....	\$ 89,158.50
Adjusted Contract Amount.....	\$ 18,753,014.61

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Clement Avenue School	Lowe's Toolbox for Education	\$5,000.00	Technology-upgrade Project
<i>Total Monetary Donations Over \$5,000</i>		<i>\$5,000.00</i>	
<i>Monetary Donations</i>			
ALBA	General Mills/Box Tops for Education	\$663.50	General School Supplies
ALBA	The Bon-Ton Stores, Inc.	\$27.64	General School Supplies
Alliance HS	Mary G. Zinda	\$10.00	General School Supplies
Alliance HS	GH Midtown, Inc., dba Culver's Midtown	\$100.00	Culver's Fundraiser
Auer Avenue School	SS. Cyril & Methodius	\$150.00	Parent Center Meal Christmas Gift
Bay View HS	Four Keys, LLC	\$350.00	Wrestling Team
Bay View HS	Milwaukee Turkey Bowl Classic*	\$800.00	Sports Program
Bradley Trade & Tech	Clutch Corp.	\$200.00	General School Supplies
Bryant School	General Mills/Box Tops for Education	\$223.70	General School Supplies
Clement Avenue School	General Mills/Box Tops for Education	\$720.20	General School Supplies
Elm Creative Arts School	General Mills/Box Tops for Education	\$102.80	General School Supplies
Fernwood School	Norman & Joanne Armour	\$100.00	General School Supplies
Fernwood School	Deborah Alpert*	\$40.00	General School Supplies
Fratney School	General Mills/Box Tops for Education	\$227.70	General School Supplies
Fratney School	Milwaukee Public Museum	\$405.00	Field Trips
Fratney School	Madeline Wake	\$200.00	General School Supplies
Fratney School	La Escuela Fratney PTA	\$50.00	General School Supplies
Gaenslen School	General Mills/Box Tops for Education	\$145.60	General School Supplies
Gaenslen School	Donte Well	\$1,000.00	Student Incentives
Gaenslen School	Pewaukee School District	\$73.00	General School Supplies
Garland School	General Mills/Box Tops for Education	\$194.30	General School Supplies
German Imm. School	German Fest Milwaukee	\$962.50	General School Supplies
German Imm. School	Skybridge Americas, Inc.	\$152.32	General School Supplies
Gwen T. Jackson School	USAgain, LLC	\$37.09	General School Supplies
Hamilton HS	John & Cheryl Kersey	\$250.00	General School Supplies
Hamilton HS	Geraldine Fowlkes	\$30.00	Basketball Supplies
Hamilton HS	Freda Fowlkes-Bell	\$300.00	Basketball Supplies
Hamilton HS	Victor & Nancye Brazil	\$25.00	Basketball Supplies
Hamilton HS	Oklahoma Dental	\$150.00	Basketball Supplies
Hamilton HS	O'Reilly Automotive, Inc.	\$350.00	Basketball Supplies
Hamilton HS	Eric A. Jochims	\$250.00	FAFSA Supplies
Hamilton HS	Wisconsin Masonic Foundation	\$1,000.00	JROTC Scholarship
Hamilton HS	Milwaukee Turkey Bowl Classic*	\$275.00	Sports Program
Hamilton HS	Benjamin A. Braun	\$500.00	Boys Basketball Program
Hamilton HS	Educators Credit Union	\$500.00	Boys Basketball Program
Hamilton HS	College Board	\$375.00	Staff Incentives
Hartford University School	Quarles & Brady, LLP	\$2,500.00	Student Field Trip Donation
Hawthorne School	Target Field Trips	\$600.00	Target Scholarship
Honey Creek Elementary School	Herb Kohl Philanthropies	\$200.00	Accelerated Reading Program
James Groppi HS	The Bon-Ton Stores, Inc.	\$42.10	General School Supplies
Keefe Avenue School	St. Mark AME	\$100.00	General School Supplies
King HS	Kathleen J. Dreyer	\$3,000.00	Girls Basketball Program

Location	Donor	Amount	Gift or Purpose
King HS	Samuel P. Leichtling & Lindsey R. Tauber*	\$250.00	General School Supplies
King HS	Greater Milwaukee Foundation, Inc.	\$779.00	General School Supplies
LaFollette School	Matthew Stark	\$15.00	General School Supplies
Lincoln MS	Diann Glicklick	\$100.00	General School Supplies
Lincoln MS	Joan Joyce	\$50.00	Holiday Program
Lloyd Barbee Montessori	Betty Brinn	\$500.00	General School Supplies
Lloyd Barbee Montessori	Muhibb Dyer	\$160.00	Cheerleading Program
Lloyd Barbee Montessori	Facebook-Crowdfunding	\$533.00	Cheerleading Program
Lloyd Barbee Montessori	Bradford Memorial AME Church	\$200.00	Soccer Uniforms
Longfellow School	PPF Hoops 4 Kidz, Inc.	\$100.00	Mittens and Gloves
Longfellow School	Carol Dusold	\$190.00	General School Supplies
Lowell School	Target, Inc.	\$700.00	Target Field Trip Grants
Lowell School	Target, Inc.	\$600.00	Target Field Trip Grants
Lowell School	M&M Ventures, LLC	\$336.00	General School Supplies
MacDowell Montessori	Erin O'Donnell	\$60.00	General School Supplies
Marshall HS	Lorrie Beclund*	\$300.00	General School Supplies
Maryland Avenue School	PPG Industries Foundation	\$1,000.00	PPG Industries Boat Project
Meir School	Center for the Humanities	\$500.00	General School Supplies
Milw HS of Arts	Lowe's Home Improvement	\$4,500.00	General School Supplies
Milw HS of Arts	Milwaukee County Hospitality	\$500.00	General School Supplies
North Division HS	NDHS Class of 1977	\$150.00	Girls Basketball
Parkside School	Target, Inc.	\$700.00	Target Field Trip Grants
Parkside School	The Meemic Foundation	\$482.00	The Meemic Foundation Meemic Grant
Parkview School	The Bon-Ton Stores, Inc.	\$9.02	Athletic Supplies
Ralph Metcalfe School	Brewers Community Foundation	\$2,000.00	General School Supplies — Low Income
Ralph Metcalfe School	Community United Methodist Church	\$1,000.00	Attendance Incentives
Rogers Street Academy	Cal Ripken, Sr. Foundation	\$2,000.00	General School Supplies
Rogers Street Academy	Cal Ripken, Sr. Foundation	\$500.00	General School Supplies
Ronald Reagan HS	Clement Avenue PTO	\$100.00	DJ Club Program
Roosevelt MS	Diane Hetzel	\$25.00	General School Supplies
Obama School of Career & Tech Ed	Epikos Church	\$500.00	General School Supplies
Obama School of Career & Tech Ed	Komatsu Mining Corp.	\$3,000.00	General School Supplies
Obama School of Career & Tech Ed	MacGregor Partners LLC	\$500.00	General School Supplies
Siefert School	Cream City Links	\$773.04	Field Trip Lunch and Bus
South Div. HS	Thomas and Marilyn Swiontek*	\$75.00	General School Supplies
Starms Discovery School	Mount Pilgrim Missionary Baptist Church	\$952.00	General School Supplies
Story School	General Mills/Box Tops for Education	\$4,545.00	General School Supplies
Thoreau School	General Mills/Box Tops for Education	\$81.60	General School Supplies
Trowbridge School	John Torinus, Jr.	\$200.00	General School Supplies
Trowbridge School	Jerome Kringel	\$250.00	General School Supplies
Trowbridge School	Kohl's Department Stores, Inc.	\$500.00	General School Supplies
Trowbridge School	Herb Kohl Philanthropies	\$700.00	Student Field Trip Donation
Vieau School	James Poulos*	\$250.00	ESL Program
Vieau School	Kim-Lien Callies	\$88.75	Student Field Trip Donation
Wisconsin Conservatory	Brightspark Travel, Inc.	\$1,920.00	Field Trip Meal Money
<i>Total Monetary Donations</i>		\$50,056.86	
<i>Non-Monetary Donations</i>			
Audubon HS	Donors Choose	\$1,578.38	30 Copies of <i>Backbiters</i>

Location	Donor	Amount	Gift or Purpose
Burbank School	Donelle Johnson	\$100.00	MLK Winning Contest Donation
Burbank School	Bonnie Lair	\$20.00	Winter Coat
Clarke Street School	Akila Ingvaldstad*	\$10.00	Easel
Clarke Street School	Anna Burks	\$100.00	Hats and Mittens
Clarke Street School	Anna Burks	\$32.00	Winter Scarves
Clarke Street School	AT&T Pioneers	\$282.00	Hats, Scarves, Coats and Clothes
Engleburg School	Donors Choose	\$371.55	Coffee Supplies
Engleburg School	Donors Choose	\$511.93	Materials for Special Education
Engleburg School	Donors Choose	\$345.46	Books
Engleburg School	Donors Choose	\$498.11	Baking Supplies
Franklin School	Ha Clinton Dix	\$2,664.24	Furniture for Library
German Imm. School	Milwaukee Bucks	\$1,496.00	40 Game Tickets
Hamilton HS	Donors Choose	\$531.33	Knee Pads
James Groppi HS	Donors Choose	\$538.02	Materials for Art Room Floor
James Groppi HS	Donors Choose	\$692.46	Art Brushes
Kagel School	Milwaukee Marcus Hilton City Center	\$1,029.40	School Supplies
LaFollette School	RocketLawnchair	\$100.00	School Education Support
Lincoln Avenue School	Donors Choose	\$1,256.25	Shedd Aquarium Admittance
Meir School	Bo Maurice Ellis	\$2,097.00	Marquette Hats for Students
Ninety-Fifth Street School	Donors Choose	\$176.95	Speech Therapy Materials
Pierce School	Donors Choose	\$1,200.00	General School Supplies
Pierce School	Donors Choose	\$129.84	Mohawk Kaleidoscope Striped Rug
Riley School	Donors Choose	\$1,154.33	Robotics Kits
Ronald Reagan HS	Evette Arvelo	\$200.00	Wrestling Supplies
Starms Discovery School	Target Company	\$50.00	Glue, Index Cards, Glue Sticks
Starms Discovery School	Home Owners Buyers Outlet	\$100.00	3,000 File Folders
Starms Discovery School	Paradise Funeral Home	\$10.00	48 Candy Cane Holiday Fun Night
Thurston Woods	Donors Choose	\$416.53	General School Supplies
Trowbridge School	Donors Choose	\$818.58	Classroom Furniture and Supplies
Trowbridge School	Donors Choose	\$1,473.69	Technology Supplies
Trowbridge School	Donors Choose	\$538.54	iPad Accessories
Trowbridge School	Donors Choose	\$643.48	Sensory and Academic Materials
Whitman School	Donors Choose	\$557.72	Classroom Library Supplies
Whitman School	Donors Choose	\$1,025.16	Stem Bundle Kits
Whitman School	Donors Choose	\$990.62	Classroom Materials
Whitman School	Donors Choose	\$399.32	Health and Hygiene Products
Whitman School	Donors Choose	\$547.18	Classroom Supplies
Zablocki School	Linda Polulach	\$452.00	General School Supplies
Total Non-Monetary Donations		\$25,138.07	
Total Value of Donations for March 2018		\$80,194.93	
*Donations from MPS Alumni		\$2,000.00	

Committee's Recommendation

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

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

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

Background

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

- Rehab Solutions, LLC, for Speech-Language Pathology Services,
SPL-0-0-I-EEN-DW-ECTS \$ 752,500
- EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services,
SPL-0-0-I-EEN-DW-ECTS \$ 602,000
- Cumberland Therapy Services, LLC, for Speech-Language Pathology Services,
SPL-0-0-I-EEN-DW-ECTS \$ 70,250
- SPL-0-0-SES-DE-ECTS \$ 5,000
- Sunbelt Staffing, LLC, for Speech-Language Pathology Services,
SPL-0-0-I-EEN-DW-ECTS \$ 75,250
- Robert Munger d/b/a Munger Technical Services for Various Telecommunications Services,
Varies by location using services \$ 200,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee's meeting, with the exception of the contract with EBS Healthcare Staffing Services, which is being sent to the Board without recommendation.

The Administration submitted a revised list of the recommended contracts that indicated corrections to the budget codes, as follows:

- Rehab Solutions, LLC, for Speech-Language Pathology Services,
SPL-0-I-EEN-DW-ECTS \$ 752,500
- EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services,
SPL-0-I-EEN-DW-ECTS \$ 602,000

- Cumberland Therapy Services, LLC, for Speech-Language Pathology Services,
SPL-0-I-EEN-DW-ECTS \$ 70,250
SPL-0-0-SES-DE-ECTS..... \$ 5,000
- Sunbelt Staffing, LLC, for Speech-Language Pathology Services,
SPL-0-I-EEN-DW-ECTS \$ 75,250
- Robert Munger d/b/a Munger Technical Services for Various Telecommunications Services,
Varies by location using services \$ 200,000

Director Bonds moved approval of the item, to include the amended budget codes. The motion prevailed, the vote having been as follows:

Ayes — Directors Báez, Bonds, Falk, Miller, Voss, Woodward, and President Sain — 7
Abstain — Director Phillips — 1.
Noes — 0.

* * * * *

(Item 10) Action on the Award of Exception-to-Bid Contracts

Background

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

- STEM Happens Network, Inc., for STEM Teachers' Professional Development,
GEN-0-I-G38-EO-ECTS..... \$ 75,000
- CDW Government, LLC, for Electronic Supplies,
Budget code varies by location ordering \$ 1,500,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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(Item 11) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Contract with Frontier Communications of America, Inc., for a Telephone System

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and enter into a contract with Frontier Communications of America, Inc., ("Frontier") for the district-wide telephone system. Frontier will design, configure, and install a premise-based, fully-managed Voice over IP (VoIP) phone system to support all MPS locations.

The District's current analog telephone system, approximately 20 years old, is no longer supportable. The new VoIP telephone system, which utilizes the existing wide-area network, will be easier to install, configure, and maintain. It will allow all MPS schools and departments to access telephone services necessary for internal and external communications, while improving management of location-based E911 services to enhance safety.

Frontier was chosen pursuant to RFP 972, which closed on February 1, 2018. The contract will run five years, from April 1, 2018, through March 31, 2023, (the "Initial Term") with the possibility of two one-year extensions upon mutual agreement of the parties.

The total cost of the contract in the Initial Term will not exceed \$4,704,333.93.

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 attachment to the minutes of your Committees meeting.

TSV-0-0-TLN-DW-ENCQ (Technology — Non-capital Equipment).....\$4,704,333.93

Frontier Communications of America, Inc.

Prime Contractor Information

Certified HUB Contractor?	No
Total # of Employees	24,000
Total # of Minorities	6,700
Total # of Women	7,030

HUB Participation

Required.....	1%
Proposed	4%
\$ Value.....	\$200,000.00

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment400

Student Career-awareness Commitment 10

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract as set forth in the attachment to the minutes of your Committee's meeting.

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

* * * * *

(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation

Background

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

- Construction Contracts Requested for Approval:
 - Bluemel’s Maintenance Service, Inc. for the Tot Lot Replacement at Holmes School;
Code: FAR 00 MM2 HM ECNC..... \$119,400.00
 - Burkhart Construction Corporation for Pool Ceiling Tile Replacement at MacDowell Montessori School;
Code: FAR 00 MM2 JU ECNC..... \$58,300.00
 - Nicholas & Associates, Inc. for Outdoor Athletic Facilities and Stadium Improvements at Vincent High Schoo;
Codes: FAR 00 MMQ VN ECNC GND8 and FAR 00 MM2 VN ECNC..... \$5,350,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for construction contracts totaling \$5,527,700.00.

Implementation and Assessment Plan

Upon approval by the Board, contracts will be implemented.

Committee’s Recommendation

Your Committee recommends that the Board authorize the construction contracts attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 13) Report with Possible Action Regarding the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action regarding the MPS School Nutrition program. The key elements of this action included limiting processed, high-sugar offerings; increasing the availability of fresh fruits and vegetable; maximizing the lunch period; and establishing regular communication mechanisms for continued feedback. The Board’s action also mandated quarterly updates on progress in these areas. The following is the first of the quarterly reports and focuses on three areas: Menu Enhancements, Meal Service, and Staffing.

Menu Enhancements

School Nutrition Services (SNS) has increased the variety of fresh fruit offered at breakfast and lunch. While the variety may vary, depending on the season and availability, the fruit bowls have recently included apples, oranges, pears, and bananas. Adjustments have also been made to the traditional breakfast menu, which now includes an increased number of protein items offered on a weekly basis, to include hard boiled eggs; scrambled eggs; string cheese; yogurt; peanut butter and jelly graham crackers; ham, cheese and egg; or bacon, egg, and cheese croissant; breakfast pizza; and a breakfast sausage sandwich. Fruit juice has been limited to no more than two times per week.

The Menu Planning and Recipe Development team is working on improving and re-introducing some traditional favorites such as fruit cobbler. To further enhance the menu, new spices and food combinations are being reviewed, as requested through student taste tests and feedback. Two new food items being reviewed by students this spring are mini sausage pancake rolls and seasoned potato wedges.

Meal Service

All schools have been converted to the new, sturdier five-compartment recyclable/compostable trays. To enhance the students' dining experience, a spoon-and-fork utensil packet will be phased in, starting in May 2018, to replace the current spork packet. A higher-quality spoon kit is also being phased in for breakfast.

Staffing

School Nutrition Services (SNS) continues to work with Human Resources to aggressively recruit for the open food-service manager trainee and food-service assistant positions. Of 269 individuals invited to take the exam, 108 took the exam, and 83 passed. After other steps were completed, such as background checks and physicals, 40 individuals were hired and assigned. At this time, there are over 200 open positions remaining.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

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(Item 14) Action on a Request to Adopt a Resolution to a Support Safe Routes to Schools (Transportation Alternatives Program) Grant Application

Background

The Milwaukee Safe Routes to Schools program increases the number and safety of kids walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules. Since the program's inception in 2004, more than 20,000 MPS students have been exposed to this life-saving curriculum.

In an effort to continue teaching and promoting walking and biking safety, Milwaukee Public Schools Administration requests that the Board adopt the following resolution in support of the application for the Safe Routes to Schools grant to be submitted to the Wisconsin Department of Transportation's Transportation Alternatives Program for fiscal years 2021 and 2022.

Wisconsin Department of Transportation (WisDOT) 2021-2022
Transportation Alternatives Program (TAP) Award Cycle

WHEREAS, The Milwaukee Board of School Directors supports the TAP application submitted by the Milwaukee Public Schools to WisDOT for the 2021-2022 award cycle, the application being for Safe Routes to School Education Projects, which increases the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules; and

WHEREAS, As MPS is Wisconsin’s largest, most diverse school district — with 80% of its students being eligible for free or reduced-priced lunch — continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that WisDOT reimburses project sponsors for the federal share of 80% of the approved TAP project costs, up to the limit of the federal award amount; and

WHEREAS, In light of the minimum 20% match requirement, the Milwaukee Public Schools has secured matching funds and/or commits to securing the matching funds; now, there be it

RESOLVED, That, if the Milwaukee Public Schools is awarded funding by WisDOT for the 2021-2022 TAP award cycle, the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with WisDOT for the above-referenced project; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools agrees to comply with all applicable laws, requirements, and regulations as outlined in the WisDOT 2021-2022 TAP application materials, the state-municipal agreement between WisDOT and Milwaukee Public Schools, and any other program and/or project documentation.

The resolution affirms that, if awarded the grant, Milwaukee Public Schools commits to implementation of the program in partnership with the Bike Federation of Wisconsin.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

The total grant request is \$411,000. The required match is 20 percent (\$40,940 in year one, \$41,260 in year two, for a total of \$82,200) from GN6-0-0-AME-CI-ECTS.

Implementation and Assessment Plan

Upon approval by the Board, the resolution will be submitted.

Committee’s Recommendation

Your Committee recommends that the Board adopt the Resolution to accept the award from the Wisconsin Department of Transportation supporting the Safe Routes to Schools grant application.

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

* * * * *

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 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

At the meeting of the Committee on Strategic Planning and Budget on November 28, 2017, the following high-leverage strategies to improve student achievement were identified as part of the budget process.

1. Busing
2. One Instructional Calendar
3. The 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 expressed interest 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. These efforts included canvassing neighborhoods and having a presence at district events/locations where there are high numbers of individuals and families in attendance.

An initial report was presented to the Committee on Parent and Community Engagement on January 16, 2018. Below is an updated report as of March 2, 2018. There were 7,214 responses recorded. A snapshot of the results follows:

Of the 7,214 responses:

- 51.6% primarily identified as a parent/guardian
- 33.0% primarily identified as a an MPS employee
- 9.7% primarily identified as a as a student
- 5.6% primarily identified as a community member

The general grade levels served:

- 14.4% Does not apply
- 47.6% Elementary
- 7.4% Middle School
- 15.2% High School
- 15.4% Multilevel

The most common zip codes, with number of responses

53207	936
53215	584
53221	456
53208	412
53218	392
53212	301
53216	293
53204	291
53206	284
blank.....	320

Program Preferences:

1. Science, Technology, Engineering, Art, and Math (STEAM)
2. Advanced Placement/International Baccalaureate (AP/IB)
3. Art-focused and STEM tied

Transportation Priority Preferences:

1. More access to busing outside the walk zone
2. Safer passages for walking
3. Shorter ride times
4. Smaller walk zones

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

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(Item 2) Report with Possible Action on Schools as Safe Havens

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

Background

At its meeting on March 30, 2017, the Board unanimously approved Resolution 1617R-007, designating all MPS schools as “safe havens” for all students, regardless of immigration status. The resolution outlined steps for the district to take to protect its students and families in the event of Immigration and Customs Enforcement (ICE) enter school grounds.

This report provides an update to the Board on the actions taken over the past year to implement the resolution. These steps include:

- convening a District Immigration Advisory Group;
- providing resources and information to students, families, and staff through a website landing page, resource persons at schools and central services, and translations of the full resolution;
- professional development for various staff groups on the resolution, information about the students whom MPS serves, and the procedures to follow should ICE enter school grounds; and
- refining school procedures and verifying record-keeping practices and policies in place to ensure that MPS does not collect immigration-status information and, therefore, cannot provide that information to law enforcement.

As Administration reflects on the past year of implementing this critical work, it is essential to maintain the progress achieved as well as recommit to the suggested action areas of:

- increasing students’ and families’ knowledge of their rights;
- creating a network of supports to advocate for protecting all families and strengthening our communities; and
- improving messaging on this topic to our students, families, staff, and community through multiple channels.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

This item does not authorize expenditures.

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

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the

regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

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

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education. Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

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

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

	5A	5B	5C
State of Wisconsin's Target, 2016-17	68.40%	8.30%	1.00%
MPS, August 2017*	74.76%	24.53%	0.71%
MPS, September 2017	74.92	19.16	0.59
MPS, October 2017	74.88%	18.86%	0.61%
MPS, November 2017	75.05%	18.89%	0.54%
MPS, December 2017	75.40%	18.61%	0.54%
MPS, January 2018	75.40 %	18.67%	0.50%
MPS, February 2018*	75.42%	18.72%	0.54%

*Please note, the numbers for MPS's August LRE are from the schools on the Early Start Calendar. At the time of the August report, there were 10,773 students with disabilities enrolled in Milwaukee Public Schools. At the time of February's report, there were 14, 152 students with disabilities enrolled.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

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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 the Approval of the FY19 Head Start Federal Grant Application

Background

The Administration for Children and Families (ACF) requires the review, feedback, and approval of the MPS Head Start federal grant application by both the Head Start Policy Council and the Board of School Directors. The Head Start federal grant application was opened in January 2018, with a due date of March 1, 2018.

Parent/community representatives from the Head Start Policy Council participated in the writing of the goals for the MPS Head Start program included in the grant application. The MPS Head Start federal grant application was presented to and approved by the Head Start Policy Council on February 21, 2018.

This application for the Head Start federal grant is written to reflect a continuation of the 1,370 federally-funded Head Start seats at 26 sites.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Approval of the MPS Head Start federal grant application would result in an anticipated funding amount of approximately \$8.6 million.

Implementation and Assessment Plan

Upon approval by the Board, MPS will submit the ACF Head Start federal grant application.

Committee’s Recommendation

Your Committee recommends that the Board approve the submission of the five-year ACF Head Start federal grant application.

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

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(Item 2) Action on a Request to Approve an Amendment to the Term of the Instrumentality Charter School Contract with New School for Youth Empowerment

Background

On January 25, 2018, the Board approved the instrumentality charter school contract with New School for Youth Empowerment (NSYE). NSYE will be located at 1940 N. 36th St, Milwaukee, WI 53208.

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 that benefit the students and the community.

On March 5, 2018, the Administration received notification from representatives of NSYE requesting a delay in the start of the term of the contract to begin with the 2019-2020 school year and to end with the last day of the 2023-2024 school year. NSYE is committed to operating a successful educational program. The requested amendment would provide for additional time for planning, preparation, and solicitation of additional support needed for NSYE to realize desired outcomes.

The Administration recommends that the Board approve the amendment in the term of the instrumentality charter school contract with New School for Youth Empowerment from the start of the 2018-2019 school year to the end of the 2022-2023 school year to the start of the 2019-2020 school year to the end of the 2023-2024 school year.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval, the Administration will request that the City Attorney amend the contract to reflect the proposed contract term and will forward a copy of executed contract to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed amendment in the term of the instrumentality charter school contract with New School for Youth Empowerment from the start of the 2018-2019 school year to the end of the 2022-2023 school year to the start of the 2019-2020 school year to the end of the 2023-2024 school year.

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

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(Item 3) Report with Possible Action on Vincent Accelerated Academy

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 February 23, 2017, the Milwaukee School Board of Directors approved the opening of Vincent Accelerated Academy, located within the Vincent High School's building. Vincent Accelerated is an alternative school that services up to 100 students who were formerly enrolled at Vincent High School. Vincent Accelerated Academy implements the Competency-based Curriculum to provide students a personalized pathway toward graduation.

As part of the action, the Milwaukee School Board of Directors requested quarterly reports on the progress of Vincent Accelerated Academy. The first report was presented to the Board on November 30, 2017. This report provides an update of the school's current progress since that meeting and includes next steps.

Student enrollment has increased from 90 to 101, but the attendance rate has decreased slightly, from 55.5 percent to 53.3 percent. The academy suspension rate is down to 25.6 percent from 27.6 percent — a decrease of two percent. Course completion has shown an increase from 65 to 215, and the number of students on track to graduate in May has increased to 18 from 12 in November.

Next steps for Vincent Accelerated Academy include:

- continued implementation of the attendance plan;
- continued collaboration with the leader of South Accelerated Academy to share best practices and challenges;
- having the PBIS coach and Operations Manager continue to work with the leadership on climate and culture; and
- continued pursuit of more professional development on project-based learning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 4) Report with Possible Action on South Accelerated Academy

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 February 23, 2017, the Milwaukee Board of Directors approved the opening of South Accelerated Academy, located in the South Division High School’s building. South Accelerated Academy is an alternative school that services up to 100 at-risk students who were formerly enrolled at South Division High School. South Accelerated Academy implements the Competency-based Curriculum to provide students a personalized pathway toward graduation.

As part of the action, the Milwaukee School Board of Directors requested quarterly reports on the progress of South Accelerated Academy. The first report was presented to the Board on November 30, 2017. This report provides an update of the school’s current progress since that meeting and includes next steps.

Enrollment dropped from 98 to 87 students, and the attendance rate has decreased slightly, from 45.5 percent to 44 percent. The Academy’s suspension rate is 12.9 percent, up from 9.5 percent — an increase of 3.4 percent. Course completion has shown an increase from 90 to 326. However, the number of students on track to graduate in May has decreased to 17 from 24 in November.

Next steps for South Accelerated Academy include:

- continued implementation of the attendance plan;
- continued collaboration with the leader of Vincent Accelerated Academy to share best practices and challenges;
- having the PBIS coach and Operations Manager continue to work with the leadership on climate and culture; and
- continued pursuit of more professional development on project-based learning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 5) Action on Resolution 1718R-018 by Director Woodward Regarding Charter School Proposals

Background

At its meeting on February 22, 2018, the Board referred Resolution 1718R-018 by Director Woodward, regarding charter school proposals, to the Committee on Student Achievement and School Innovation.

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, The Board has established priorities for programs that directly address identified areas of need for targeted student populations within the district and to replicate currently successful schools, as well as to accept high-quality or innovative charter school petitions and proposals outside of these priority areas;

WHEREAS, Since charters were established in the district, the needs of the students have changed and the types of programs offered have also changed;

WHEREAS, With all of the changes since first chartering in MPS, it is necessary to have a uniform method for identifying district and student program needs; and

WHEREAS, An active inventory of current programming will allow the district to identify successful programs that might be replicated, and to capture some of the innovative strategies that can be shared with MPS traditional school communities; now, therefore, be it

RESOLVED, That before the Board considers any additional charter school proposals or petitions, the Administration work with the Office of Board Governance to determine the district’s needs for new school programs; and be it

FURTHER RESOLVED, That, once this review has been completed, the Administration and the Office of Board Governance submit to the Board for its approval their recommendations both of the type of programs and partnerships to be pursued, as well as any recommendation for revisions to the Board’s policies and procedures.

The Administration suggests that the Board defer action on Resolution 1718R-018 by Director Woodward, regarding Charter School proposals, until after the charter school worksession has occurred.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Committee’s Recommendation

Your Committee recommends that the Board defer action on Resolution 1718R-018 by Director Woodward, regarding Charter School proposals, until after the charter school worksession has occurred.

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

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(Item 6) Report with Possible Action on Gifted and Talented Identification

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

Wisconsin Statutes, sections 121.02(1)(t) and 118.35, require school boards to provide programs to students who are identified as gifted and talented. Milwaukee Public Schools begins this process through identification of students using multiple data points. This presentation will review this year's screening of students using a cognitive reasoning assessment and the Teacher’s Observation of Potential in Students (TOPS) survey. This screening provides a more equitable identification of gifted potential in all children in areas such as academic, overall intellect, creativity, leadership, interests, spatial abilities, and social perceptiveness.

The presentation, as attached to the minutes of your Committee’s meeting, also discusses programming opportunities for identified students, which includes tiered lessons, curriculum compacting, specialized programs, acceleration, competitions, clubs, and support for parents.

The following chart provides disaggregated data for the current year and the previous school year. This data is redacted for groups that have fewer than 10 students to maintain privacy.

	CogAT Screener: 7 th -9 th Stanine		Students Identified at 9 th Stanine Second Graders		Students Identified by TOPS	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Boys	103	132	26	36	71	167
Girls	99	146	23	21	67	151
American Indian	*	*	*	*	*	*
Asian	14	20	*	*	*	30
Black	35	40	*	*	13	30
Hispanic	60	87	14	*	81	197
Native Hawaiian/Pacific Islander	*	*	*	*	*	*
White	82	110	26	35	29	49
Two or More	*	17	*	*	*	*
Students With Disabilities	*	11	*	*	*	20
Students Without Disabilities	195	267	47	55	132	298
English Learners	26	45	*	*	39	133
Not English Learners	176	233	43	53	99	185
Economically Disadvantaged	117	150	23	18	105	261
Not Economically Disadvantaged	85	128	26	39	33	57
Total Students in data set	202	278	49	57	138	318
Kindergarten						12
1st Grade					48	50
2nd Grade	202	278	49	57	48	86
3rd Grade					42	93
4th Grade						61
5th Grade						16
Schools with Identified Students			32	27	10	10†

*This data is redacted. This group had less than 10 students. The numbers are not listed to protect student identification.

†Expanding in 2018-19

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.14, Gifted Students: Programs

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(Item 7) Report with Possible Action on GE Grant Report

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

Background

In 2011, the GE Foundation awarded \$20.4 million to the Milwaukee Public Schools. MPS partners included GE Healthcare and the Milwaukee Teachers’ Education Association. The grant began as a math-and-science professional development for teachers, then it transitioned to support a cohort of elementary schools focused on math and literacy improvement through the implementation of the Common Core State Standards.

As the grant has progressed through its final phase, the K-8 program has sunsetted, and focus has shifted to college and career readiness and STEM. In fall 2017, college and career centers were established in 20 of the traditional high schools, six supported through the grant along with internships. Additionally, GE Essential Skills was implemented as a yearlong course for one credit as part of the required courses for the competency-based alternative program.

The next phase of the work is focused on STEM integration, specifically at the middle-school level. This needed to become a priority with the remaining grant dollars to ensure a solid foundation for students

to be successful in high school and a strong launch into college and career readiness. Therefore, at the GE Steering Committee’s meeting held on December 14, 2017, direction was provided by the MPS Superintendent, GE Foundation Executive Director, and GE Healthcare Senior Executive to work collaboratively on creating and implementing a comprehensive STEM plan to ensure that students are engaged in high-quality, culturally-relevant, interdisciplinary STEM learning experiences for today and beyond.

As a result, as early as January 2018, MPS has embarked on a STEM pilot involving the seven traditional middle schools and four K–8 schools in the district to develop a professional learning community that facilitates the exploration of interdisciplinary approaches and exemplary student-led projects, including the integration of science, math, technology, and engineering practices in schools using project-based learning. There are 11 MPS schools participating.

In January 2018, Dr. Salvador Fernandez, founder and CEO of STEM Happens Network, and the executive director of the GE Foundation, along with the MPS STEM work group, began a listening tour that included visiting schools, meeting with the principals and teachers, and visiting classrooms for observational baseline data.

A vision and mission statement was created with the MPS STEM work group that included metrics to ensure fidelity of implementation. The STEM Happens Network provided consultation, guidance, tools, and resources so that each school leadership team, in collaboration with the MPS STEM work group, created individualized and tailored STEM action plans that honored the existing work and programs in each school. The next phase includes differentiated professional development (March 3, April 14, and May 19), side-by-side coaching, leveraging train-the-trainer model (STEM Happens Network with MPS STEM work group) and creating integrated STEM unit lesson plans based on disciplinary literacy and ongoing integrated STEM support. This is an exciting opportunity in partnership with the GE Foundation to close the equity gap, innovate, and make MPS a national educational leader in STEM integration.

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

Fiscal Impact Statement

This item does not authorize expenditures.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of the Board's delegates to the Milwaukee Education Partnership (MEP), the Milwaukee Public Library Board, the MPS Head Start Policy Council, the Title I District Advisory Council (DAC), and CESA #1.

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

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

Student, Family, and Community Engagement

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

- Danae Davis, Executive Director, Milwaukee Succeeds
- Earl Ingram, Talk Show Host
- Tom Barrett, Mayor, City of Milwaukee
- Walter Bond, Executive Director, Teach for America
- Ashanti Hamilton, President, Milwaukee Common Council
- Moira Fitzgerald, Building Advantage
- Bill Berezowitz, GE Healthcare
- Vincent Lyles, President & CEO, Boys & Girls Clubs of Greater Milwaukee
- Brenda Campbell, President & CEO, SecureFutures
- Attended various district events, including:
- Black and Latino Male Achievement Mentor Luncheon at Washington High School
- MPS Equity, Education & Empowerment Speaker Series

Attended the meeting of the Executive Partners of the Milwaukee Education Partnership

Attended Cardinal Stritch College of Education’s Leadership Advisory Board’s meeting

Attended various community-based events, including the 21st Annual Dr. Martin Luther King, Jr., Celebration Breakfast

Effective and Efficient Operations

Met with district leaders to receive updates on district initiatives:

- Darienne Driver, Ed.D., Superintendent
- Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
- Larry Miller, Vice-President, Milwaukee Board of School Directors

Met with the Panasonic Foundation to discuss partnership with MPS

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1718C-004 Regarding Montessori Strategic Planning

Background

The Office of Board Governance has received the communication, provided under separate cover, from Ms Kathryn Gabor requesting a hearing regarding the need for a strategic plan of growth for the broad MPS community.

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.

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RESOLUTIONS

Resolution 1718R-019

By Director Bonds and Director Sain

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

WHEREAS, Milwaukee Public Schools' students and staff have the right to learn and to teach in an environment where they need not worry about the threat of violence; and

WHEREAS, Parents who are required to send their children to school should be able to have confidence in their children's physical, psychological, and emotional safety while at school; and

WHEREAS, Families across the country, including students in Milwaukee Public Schools, publicly have expressed concern for their safety and wellbeing and have made it clear that policymakers must act immediately to protect them in school and beyond; and

WHEREAS, As a locally elected body, the Milwaukee Board of School Directors is charged with ensuring the education, health, and safety of students on behalf of parents and the community; and

WHEREAS, Gun violence presents a clear and present danger to schools and communities; and

WHEREAS, Gun violence, and threats of gun violence, in schools undermine the sense of security that all students should have in their learning environments; and

WHEREAS, School boards are charged with making local decisions about how best to implement school-safety strategies that reflect the needs of their local communities; and

WHEREAS, There is no viable research to suggest that allowing guns in a school setting or arming teachers would prevent acts of violence; and

WHEREAS, Teachers are not trained law-enforcement officers and should not be asked or incentivized to keep weapons accessible in their classrooms; and

WHEREAS, Legislative leaders at the state and federal levels have not only the ability but also the responsibility to act on behalf of our children; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors calls on legislative leaders at the state and federal levels to enact sensible gun-safety legislation that will strengthen protections for our schools and students by preventing dangerous individuals from obtaining firearms; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors does hereby stand opposed to any policy to arm teachers; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit MPS employees from possessing firearms during assigned work hours or while on district premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit all individuals, including personnel of MPS contractors or subcontractors, from possessing firearms on district premises unless the individual is a sworn law enforcement agent; and, be it

FURTHER RESOLVED, That the Administration be directed to prioritize funds in the FY 19 budget to ensure that all MPS classrooms are equipped with classroom doors that lock from the inside; and, be it

FURTHER RESOLVED, That the Administration be directed to provide safety training related to code red situations as part of the district's annual professional development offered at the start of every school year and as part of onboarding for all new employees, including substitute teachers, prior to assignment in MPS classrooms; and, be it

FURTHER RESOLVED, That the Administration be directed to explore setting up a confidential hotline for students and MPS personnel to report incidents of people with weapons on MPS premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors reaffirm its Legislative Agenda, which includes increased authority for funding for school safety and reduction of gun violence as legislative priorities; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the state and federal levels to appropriate adequate new funds to school districts to:

- plan and coordinate school-security efforts with law-enforcement officials and make any alterations to district buildings that may be necessary to protect students, teachers, and staff;
- increase the numbers of counselors, mental health staff, psychologists, and social workers in our schools; and
- educate students and their families on the dangers of firearms; and, be it

FURTHER RESOLVED, That the Board direct the MPS Administration, in consultation with the Office of Board Governance, to codify within the District's rules and policies the prohibition of firearms and instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to the Milwaukee delegation of the Wisconsin State Legislature and the Milwaukee Common Council; and, be it

FURTHER RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors echoes the voices of students in Milwaukee Public Schools and across the nation in demanding effective and comprehensive action from the state and federal governments to protect schools and communities.

Director Bonds, having given prior notice in the call of this meeting, moved to suspend Board Rule 1.10 to allow the Board to immediately consider Resolution 1718R-019 and to take public testimony on the Resolution in accordance with Board Rule 1.09(12).

The motion prevailed, the vote having been as follows:

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

The Board having received public testimony, Director Bonds moved to approve the resolution as amended:

RESOLVED, That the Milwaukee Board of School Directors calls on legislative leaders at the state and federal levels to enact sensible gun-safety legislation, including banning of semi-automatic and automatic assault weapons, bump stocks and high capacity magazines, and the requirement of universal background checks that will strengthen protections for our schools and students by preventing dangerous individuals from obtaining firearms; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors does hereby stand opposed to any policy to arm teachers; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit MPS employees from possessing firearms during assigned work hours or while on district premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors prohibit all individuals, including personnel of MPS contractors or subcontractors, from possessing firearms on district premises unless the individual is a sworn law enforcement agent; and, be it

FURTHER RESOLVED, That the Administration be directed to prioritize funds in the FY 19 budget to ensure that all MPS classrooms are equipped with classroom ~~doors that lock from the inside~~ door safety barricade devices and that there be an exploration of adding bullet-proof windows; and, be it

FURTHER RESOLVED, That the Administration be directed to provide safety training related to code red situations as part of the district's annual professional development offered at the start of every school year and as part of onboarding for all new employees, including substitute teachers, prior to assignment in MPS classrooms; and, be it

FURTHER RESOLVED, That the Administration be directed to explore setting up a confidential hotline for students and MPS personnel to report incidents of people with weapons on MPS premises; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors reaffirm its Legislative Agenda, which includes increased authority for funding for school safety and reduction of gun violence as legislative priorities; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the state and federal levels to appropriate adequate new funds to school districts to:

- plan and coordinate school-security efforts with law-enforcement officials and make any alterations to district buildings that may be necessary to protect students, teachers, and staff;
- increase the numbers of counselors, mental health staff, psychologists, restorative justice practitioners, school nurses, and social workers in our schools; and
- educate students and their families on the dangers of firearms; and, be it

FURTHER RESOLVED, That the Board direct the MPS Administration, in consultation with the Office of Board Governance, to codify within the District's rules and policies the prohibition of firearms and instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to the Milwaukee delegation of the Wisconsin State Legislature and the Milwaukee Common Council; and, be it

FURTHER RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors echoes the voices of students in Milwaukee Public Schools and across the nation in demanding effective and comprehensive action from the state and federal governments to protect schools and communities.

The motion prevailed, the vote being as follows:

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

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Resolution 1718R-020

By Director Woodward

WHEREAS, Board Governance Policy 2.06, Board Meetings, states, “The quality of the public schools depends, in part, on people, the Board, and the staff working together in a constructive manner to tailor educational programs to the needs of the community. This is why the Board welcomes public participation in school affairs and encourages people to express their views on matters concerning their school system”; and

WHEREAS, Board Rule 1.06, Quorum and Meeting Presence, states, “It is the policy of the Board that the district be transparent and accountable to the public” and “every meeting of the Board or of any of its committees shall be held in a public place that is reasonably accessible to members of the public at all times, unless otherwise expressly provided by law”; and

WHEREAS, Wisconsin Statute 119.10(3) requires that, “the board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules”; and

WHEREAS, Board Rule 1.02, Regular Board Meetings, states, “Regular meetings of the Board, except the April meeting, shall be on the last Thursday of each month” and “Meetings shall be called for 6:30 p.m., unless otherwise ordered by the Board or its President”; and

WHEREAS, Board Rule 2.02, Committee Meetings, states, “Unless otherwise ordered by the respective chair, standing committees shall meet at 6:30 p.m., according to a schedule adopted by the Board on an annual basis”; and

WHEREAS, Board Rule 1.01, Organizational Meeting, states, “The Board shall elect a president from among its members to serve for one year and until a successor is chosen”; and

WHEREAS, Board Rule 1.17, President's Duties and Powers, states, "The President shall enforce the Board's policies relating to the order of business and the conduct of meetings"; and

WHEREAS, Board Governance Policy 2.04, Board Members' Authority and Duties, states, "An individual board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board"; and

WHEREAS, There is a public expectancy of meetings of the Board and its committees being held on the dates and at the times set by the Board at its annual organizational meeting; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hold its meetings and meetings of its committees on the dates and at the times approved by the Board during its annual organizational meeting; and, be it

FURTHER RESOLVED, That any deviation from the meeting schedule adopted at the Board's annual organizational meeting:

- be made only in instances where the deviation serves benefit to the public at-large; and
- be made in accordance with all Board Rules and Board Governance Policies; and, be it

FURTHER RESOLVED, That any deviation initiated by the Board's President be submitted to the Board in writing, to include the rationale for the deviation.

Referred to the Committee on Legislation, Rules and Policies.

The Board adjourned at 8:42 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

