

**PLEASE REVIEW PRIOR TO THE NOVEMBER 30
BOARD MEETING.**

**Minutes for Approval at the November 30, 2017,
Meeting of the Milwaukee Board of School Directors**

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BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN OCTOBER 26, 2017

The regular meeting of the Board of School Directors was called to order by President Sain at 6:41 PM.

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

**Director Bonds left the meeting at 7:06 PM and was excused thereafter.*

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

- Christopher Beamon, a 17-year-old at Assata High School, who passed on September 30; and
- Pavielle Martin-Carter, a 15-year-old student at Harold S. Vincent High School, who passed on October 20.

APPROVAL OF MINUTES

The minutes of the regular board meetings of September 2017 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Superintendent of Schools' Monthly Report

Background

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

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

Activities from late September through mid-October

(1) As President of the Council of the Great City Schools, I was very busy at the Annual Fall Conference. In addition to giving a keynote address, members of my Administration and I were responsible for a number of presentations that were a nice representation of the continuum of areas in which Milwaukee Public Schools is a leader and model to other districts.

(2) My team and I attended the Every Student Succeeds Act (ESSA) Leadership Learning Community (ELLC) which convened in New York City. The goal of the ELLC is to assist states and districts in using ESSA funding to build the capacity of education leaders to implement supports and interventions to turn around those schools most in need of improvement. Eleven states were invited to participate in this ongoing leadership learning community.

(3) Governor Scott Walker has proclaimed September 26 as Youth Apprenticeship Day in Wisconsin in support of efforts to get students engaged in career pathways and programs to ensure a robust talent pipeline for generations to come. Governor Walker and a number of state and local dignitaries joined us as we celebrated Wisconsin Youth Apprenticeship Day at Bradley Tech. Governor Walker met with and viewed a demonstration from youth apprentices in the school's construction program. For the 2017–18 school year, the MPS Youth Apprenticeship program will serve 250 students, up from 50 students last year. The Youth Apprenticeship program provides MPS high-school juniors and seniors with paid, hands-on, work-based learning in high-skill/high-need industries so students are better prepared for the careers of tomorrow. This program, which is a direct investment in Milwaukee's present and future, exemplifies of our efforts to get more students ready for work and into employment while they are still in high school. We're encouraged by this program's positive results.

(4) John and Tashia Morgridge, our partnership schools' funders, were in town and we had lunch, toured Rogers Street Academy, and updated them on the progress that the partnership schools are making.

(5) I was invited to participate in the Systems Thinking Institute's Superintendents' Panel Discussion in Tucson. The Institute is interested in how we have implemented Systems Thinking at the various levels of MPS.

(6) Vickie Martin, president of MATC, Julia Taylor, and I met with Chad Cundiff, president of Astronautics to discuss our successes with our STEM program. Mr Cundiff wants to discuss a partnership.

(7) Bill Berezowitz from GE and I had our executive committee meeting with Mayor Barrett.

(8) I met Lieutenant Governor Rebecca Kleefisch at Congress School. Lt. Governor Kleefisch previously had met Diane Johnson, K4 teacher at Congress, in the community and thought it would be nice to surprise her.

(9) I was a participant in a panel discussion as part of the Metropolitan Milwaukee Association of Commerce's (MMAC) All-Member Meeting. This event brought together approximately 1,200 business leaders, community advocates, and elected officials for a program detailing our progress and outlining our objectives to support the challenges and opportunities that metro-Milwaukee is experiencing.

(10) I was at the Campaign for Black Male Achievement's (CBMA) conference in Louisville, Kentucky. The convening brought together a select group of leaders across CBMA's core Promise of Place (PoP) cities where partnerships have evolved. Work on the ground was initiated to deepen support to advance Black male achievement in local communities. This annual gathering creates space for city and community leaders who are bound together by their commitment to convening, sharing, and learning, as well as setting aspirational goals to guide the collective work on behalf of Black men and boys.

Events/Programs/Announcements

Year of the Arts!

This year, MPS is celebrating the Year of the Arts! Through the Year of the Arts (YOTA) initiative, MPS will showcase the integration of creativity, artistic expression, and problem solving to increase engagement and achievement for all students.

On September 21, we officially launched YOTA in Red Arrow Park. Many student groups shared the arts activities in which they participate in schools, including visual arts, music, dance, and creative expression through spoken word. MPS culinary arts students even catered the event with hors d'oeuvres they made in class. Colorful centerpieces were made by Browning Elementary students.

MPS Students Receive Free Dental Care

The Marquette School of Dentistry was bustling as families brought children aged 3 to 16 for free dental check-ups. Dozens of dental students and faculty were on hand to provide screenings, fluoride treatments, and emergency services, and to educate children about proper brushing and care of their teeth.

Sponsored by the Milwaukee Public Schools Head Start Office, approximately 500 children departed with healthier smiles following their visits. Children received toothbrushes, toothpaste, and other items to

help them care for their teeth daily. The Tooth Fairy made a special visit to chat with children and to take photos.

Dental pain is a leading cause of missed school days for children. Dental care at an early age can help children learn good habits and keep their teeth healthy throughout their lifetimes. The Dental Day program educates children and provides early prevention for minor issues that could become serious later on.

Teaching children how to be healthy aligns with MPS's Eight Big Ideas to promote student achievement. Healthful habits increase student attendance and help students achieve in school.

Fire Safety Is Highlighted throughout MPS

Having a safety plan and knowing how to escape a burning house are critical steps to survive a fire, so MPS students learned fire safety during Fire Prevention Week, a national event that ran from October 8 to 14 this year. Activities were designed to make homes safer and help families prepare for emergencies. MPS kicked off the event at Milwaukee's Survive Alive House along with representatives from the Milwaukee Fire Department and City Hall.

On an annual basis, every second- and fifth-grader enrolled in MPS visits the Survive Alive House, and more than 375,000 children have experienced the fire safety program since its inception in 1992. As a result, Milwaukee's fire-related fatalities among school-aged children have decreased dramatically. Milwaukee's Survive Alive House is partially funded by the Foundation for the Milwaukee Fire Education Center and is jointly managed by the Milwaukee Fire Department and Milwaukee Recreation, a department of Milwaukee Public Schools.

Safety and support for families are critical pieces of MPS's Eight Big Ideas to promote student achievement. Health and wellness — including safety — help students come to school ready to learn and then go home to a positive environment.

Awards/Recognition

Brett Fuller, health and physical education curriculum specialist for MPS, has been honored with the Channing Mann Physical Education Administrator of the Year Award by SHAPE America — the Society of Health and Physical Educators. A skilled and passionate educator who is committed to the physical, emotional, and academic health of students, Fuller embodies the Channing Mann Award's criteria of leadership, service, advocacy, and contributions to the curriculum. He received the Channing Mann Award at the SHAPE's America Celebration of Professional Excellence Ceremony.

The award-winning administrator is responsible for curriculum, supervision, mentoring, assessment, and the provision of professional services for health and physical education within MPS. His work supports 150 physical education specialists. After more than 20 years in education, Fuller's philosophy centers around the ideal of teaching students to be healthy for a lifetime. He believes in improving health and physical education at the district level, within Wisconsin, and nationally.

Fuller was a key member of a collaborative effort to reduce teen pregnancy in Milwaukee by 65 percent since 2007: His work included revising and implementing MPS's human growth and development curriculum for K5 through 9th grade. He led the implementation of the SPARK curriculum for all K-8 students in MPS, resulting in an increase of moderate to vigorous physical activity in physical education classes from an initial 37 percent to 59 percent of classroom time from in-district collaborations with Marquette University and the Medical College of Wisconsin. The collaborative also created physical-activity and nutrition videos for classroom teachers. The creation of a K-12 standards-based report card also supports student health by teaching students to be physically literate. Finally, more than 100 MPS schools are now Let's Move! Active Schools.

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

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

Background

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

Even with the Wisconsin State Budget having been signed into law, two key educational policy and budget items have been revived in recent discussions: Governor Walker is supporting a proposal that would increase sparsity aid for rural districts, and Representative John Nygren, Co-chair of the Joint Committee on Finance, has made reference to his proposal to bring a greater level of fairness to revenue-limit policy, which currently engenders significant funding disparities between students.

Concerns about revenue-limit and funding disparities have drawn increasing levels of media attention: In a recent column, Alan Borsuk, Senior Fellow in Law and Public Policy at Marquette University, made reference to George Orwell's *Animal Farm* when highlighting the basic unfairness of Wisconsin's education-funding system, "...where some kids have been defined year after by the state as more equal than others."

Mr. Thiel shared additional analysis concerning the state budget, along with possible state and federal policy updates.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Business-intelligence & Data-visualization Reporting

1. Background

The Office of Accountability and Efficiency (OAE) uses an online business-intelligence (BI) tool to create custom visuals and reports to enhance data-driven decisions across the district. The BI tool allows stakeholders to quickly analyze raw data in visual displays, resulting in clean, transparent, and efficient reporting metrics.

2. Update – District Metric Dashboard

The OAE worked with the Student Performance and Improvement Team under the Office of Academics to create an interactive business-intelligence dashboard for central administrators to monitor school, student, and programmatic metrics regarding measurements of efficiency, performance, or progress. This dashboard allows users to visualize these data metrics to help inform data-driven decisions. The tool's enhancements allow users to drill-down into the data, sort by regions and zones, and review year-to-date and year-over-year comparisons. The OAE will continue to work with the Student Performance and Improvement Team to roll out more features throughout the school year.

Update – Fitness Dashboard

The OAE worked with the Health and Physical Education Curriculum Specialist to create a dashboard for physical education teachers to monitor and automate reports for students regarding their respective fitness scores and outcomes. The district had used a different tool to track and monitor this information, but due to budgetary constraints, the reporting tool has been discontinued. The OAE leveraged the district's business-intelligence tool to replicate the previous tool at no added cost to the district. Furthermore, the dashboard will

allow for future enhancements to capture and report more datasets for the district's physical education teachers. The OAE will continue to work with this team to move these enhancements forward.

Adopt-a-School Interactive Partnership Map

The OAE worked with the Department of Business, Community, and Family Partnerships to develop an Interactive Partnership Map for the Adopt-A-School program. The interactive tool assists businesses and community organizations in partnering with schools to provide financial, volunteer, and in-kind resources. Through the interactive map, users can filter through MPS schools based upon the schools' desired needs and locations to ensure successful partnerships.

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(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

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

Recommendation

The Office of Accountability and Efficiency recommends that the Board determine what action it wishes to take with regard to this matter.

This item was postponed until the end of the agenda.

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

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

Director Woodward moved to accept the reports of the Independent Hearing Officers of October 2, 5, 10, 11, and 20, 2017.

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

Ayes — Directors Báez, Bonds, Falk, Phillips, Voss, Woodward, and President Sain — 7.
Noes — None.

Director Bonds left the meeting at 7:06 PM and was excused thereafter.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 2 of the Report of the Committee on Accountability, Finance and Personnel, *Action on Recommended Administrative Appointments, Promotions,*

Reassignments of Principals, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days. This item was set aside at the request of the Administration.

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

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

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

<u>Code</u>	<u>Name</u>	<u>Position and Salary</u>	<u>Date</u>
<i>New Hires</i>			
2	Curtis Blake	Building Service Helper I \$11.47 per hour	08/28/2017
2	Michelle Carr	Building Service Helper I \$11.47 per hour	08/28/2017
2	Sierra Davis	Building Service Helper I \$11.47 per hour	08/28/2017
2	Juanita Scruggs	Building Service Helper I \$11.47 per hour	08/28/2017
4	Cruz Reyes	Boiler Attendant \$32,863.74	08/28/2017
2	Tierra Billings	Children's Health Assistant \$17,168.76	08/28/2017
2	Tianna Burks	Children's Health Assistant \$17,168.76	08/28/2017
2	Moriah Goodlette	Children's Health Assistant \$17,168.76	08/28/2017
2	Melissa Rosado	Children's Health Assistant \$17,168.76	08/28/2017
4	Dalia Arechar Camacho	Food Service Assistant \$11.14 per hour	08/30/2017
2	Jaquetta Battle	Food Service Assistant \$11.14 per hour	09/05/2017
2	Sheniel Brownlee	Food Service Assistant \$11.14 per hour	09/18/2017
2	Veronica Cole	Food Service Assistant \$11.14 per hour	09/18/2017
2	Vivian Everett	Food Service Assistant \$11.14 per hour	09/18/2017
2	Carlton Jackson	Food Service Assistant \$11.14 per hour	09/06/2017

<u>Code</u>	<u>Name</u>	<u>Position and Salary</u>	<u>Date</u>
5	Cheryl Kollath	Food Service Assistant \$11.14 per hour	09/18/2017
2	Monique Marshall	Food Service Assistant \$11.14 per hour	09/18/2017
2	Katrina Moore	Food Service Assistant \$11.14 per hour	09/18/2017
2	Chenell Peterson	Food Service Assistant \$11.14 per hour	09/18/2017
2	Brittany Rhodes	Food Service Assistant \$11.14 per hour	09/18/2017
2	Tiffany Roberson	Food Service Assistant \$11.14 per hour	09/05/2017
2	Shatia Robinson	Food Service Assistant \$11.14 per hour	09/18/2017
2	Kimberly Wallace	Food Service Assistant \$11.14 per hour	09/14/2017
2	Marvin Hayes	Inventory Clerk — Technology \$44,211.00	09/18/2017
4	Joshua Benishek	IT Service Technician \$47,398.00	09/11/2017
2	Toney Fisher	IT Service Technician \$47,398.00	09/05/2017
5	Beau Rick	IT Service Technician \$47,398.00	09/11/2017
5	Pamela Adams	Para Ed Assistant \$18,243.01	09/11/2017
2	Keana Berkhalter	Para Ed Assistant \$18,243.01	09/18/2017
2	Latoya Booth	Para Ed Assistant \$20,611.14	08/28/2017
2	Michael Brandon	Para Ed Assistant \$18,243.01	08/28/2017
4	Dorcas Cirino	Para Ed Assistant \$18,243.01	09/11/2017
2	Torri Cobb	Para Ed Assistant \$18,243.01	08/28/2017
5	Chloe Croke	Para Ed Assistant \$18,243.01	08/28/2017
2	Kingombe Emmanuel	Para Ed Assistant \$18,243.01	08/29/2017
5	Carolyn Faust	Para Ed Assistant \$18,243.01	08/28/2017
4	Evelyn Figueroa	Para Ed Assistant \$18,243.01	08/28/2017
5	Elizabeth Fleming	Para Ed Assistant \$21,890.22	08/28/2017
5	MaryGrace Floeter	Para Ed Assistant \$18,243.01	08/29/2017
5	Danielle Green	Para Ed Assistant \$22,706.00	08/28/2017
2	Jameshia Hendrix	Para Ed Assistant \$18,243.01	08/28/2017
2	Ryan Jackson	Para Ed Assistant \$18,243.01	08/28/2017
2	Christopher Jones	Para Ed Assistant \$18,243.01	08/28/2017
3	Michael Josh	Para Ed Assistant \$18,243.01	09/05/2017
2	Samuel Keller Jr.	Para Ed Assistant \$18,243.01	08/28/2017

<u>Code</u>	<u>Name</u>	<u>Position and Salary</u>	<u>Date</u>
2	Kelly Lockett	Para Ed Assistant \$18,243.01	08/28/2017
5	Tiffany Olson	Para Ed Assistant \$18,243.01	09/05/2017
5	Quinn Oteman	Para Ed Assistant \$18,243.01	08/28/2017
2	Rosalind Perry	Para Ed Assistant \$18,243.01	08/28/2017
2	Dominik Primus	Para Ed Assistant \$18,243.01	08/28/2017
5	Ana Ramirez	Para Ed Assistant \$18,243.01	09/12/2017
3	Vijay Ravoori	Para Ed Assistant \$18,243.01	08/28/2017
4	Adalis Rivera	Para Ed Assistant \$18,243.01	08/28/2017
4	Amoz Rivera	Para Ed Assistant \$18,243.01	09/05/2017
2	Sierra Rowe	Para Ed Assistant \$18,243.01	08/28/2017
5	Kim Rudd	Para Ed Assistant \$18,243.01	09/18/2017
5	Kayla Schwartz	Para Ed Assistant \$18,243.01	09/18/2017
5	Melissa Schweda	Para Ed Assistant \$18,243.01	08/28/2017
2	BaTina Terry	Para Ed Assistant \$21,891.61	08/28/2017
5	Alexander Viruet	Para Ed Assistant \$18,243.01	09/01/2017
5	Marise Weiler	Para Ed Assistant \$21,890.22	08/28/2017
2	Dorcas Wheeler	Para Ed Assistant \$18,243.01	09/01/2017
2	Artisha Williams	Para Ed Assistant \$18,243.01	08/28/2017
5	Paula Woodward Steinmetz	Para Ed Assistant \$18,243.01	09/13/2017
5	Michael Yunker	Para Ed Assistant \$18,243.01	09/01/2017
2	Jasmin Bivens	Para Ed Assistant \$18,243.01	09/11/2017
2	Nayo Grimage	Para Ed Assistant \$18,973.00	09/06/2017
5	Joseph Lyman	Para Ed Assistant \$18,243.01	08/28/2017
2	Briana Mason	Para Ed Assistant \$18,973.00	08/28/2017
2	Eva Roberson	Para Ed Assistant \$18,243.01	08/28/2017
2	Alethea Stanford	Para Ed Assistant \$18,243.01	08/28/2017
4	Erika Reyes Vasquez	School Secretary I — 10-month \$23,124.00	08/30/2017
5	Stacy Vanhoff	School Kitchen Manager Trainee \$13.95 per hour	08/28/2017
<i>Promotions</i>			
2	Ashontie Colbert	Building Service Helper I \$11.47 per hour	08/28/2017

<u>Code</u>	<u>Name</u>	<u>Position and Salary</u>	<u>Date</u>
2	Dominique Mosley	Building Service Helper I \$11.47 per hour	08/28/2017
2	Diane Joshua	Food Service Assistant — In Charge \$13.91 per hour	08/28/2017
5	Kathy Peterson	Food Service Assistant — In Charge \$13.91 per hour	09/05/2017
2	Taranada Watts	Inventory Clerk — School Nutrition Services \$44,211.00	08/28/2017
5	Ronaele Dietzman	Mail Handler \$17.52 per hour	09/13/2017
5	Robert Berry	Para Ed Assistant \$21,892.00	09/05/2017
2	Constance Dallas	Para Ed Assistant \$18,243.01	09/14/2017
2	Shekeya Farmer	Para Ed Assistant \$18,768.00	08/28/2017
2	Regina Franklin	Para Ed Assistant \$18,243.01	08/28/2017
2	Darlene La Mar	Para Ed Assistant \$19,904.28	08/28/2017
5	Jan Preston	Para Ed Assistant \$21,892.00	08/28/2017
2	Sequoyah Simmons	Para Ed Assistant \$18,973.00	08/28/2017
2	Mary Wilson	Para Ed Assistant \$18,243.01	09/05/2017
5	Pamela Hart	School Bookkeeper — 10-month \$30,087.00	08/28/2017
<i>Rehires</i>			
2	Tierra Billings	Children's Health Assistant \$19,577.83	09/14/2017
5	Debra Morris	Food Service Assistant \$11.14 per hour	09/18/2017
4	Araceli Aldape	Para Ed Assistant \$18,243.01	08/28/2017
2	Carol Crockett	Para Ed Assistant \$18,386.79	08/28/2017
2	Stephanie Ellis	Para Ed Assistant \$18,243.01	08/28/2017
4	Mercedes Garcia	Para Ed Assistant \$18,243.01	09/14/2017
2	Nikita Godbolt	Para Ed Assistant \$18,243.01	09/05/2017
4	Monica Hernandez	Para Ed Assistant \$18,243.01	09/12/2017
4	Alexa Law	Para Ed Assistant \$20,196.00	08/28/2017
2	Shane Covington	Para Ed Assistant \$18,973.00	08/29/2017
4	JoAnna Melendez	School Bookkeeper — 10-month \$33,266.00	09/18/2017
2	Deontra Appling	School Safety Assistant \$22,729.01	08/28/2017
2	Sylvia Headd	School Secretary I — 10-month \$30,884.32	09/05/2017

Action on Certificated Appointments

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
	<i>Teachers</i>			
4, r	Amador Chavero, Jafet Bilingual Education	C	\$56,644.00	8/28/2017
5, r	Anderson, Chloe Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Anzalone, Derek Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
4, r	Aranda, Ortensia Multicategorical Comp Sen	B	\$41,311.00	8/31/2017
5, r	Baker, Morgan Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Bartot, Madeline IDEA — Speech Pathology	C	\$44,311.00	8/28/2017
5, r	Bertucci, Aurelie Gen Elem & K8 — All Grades	B	\$48,531.00	8/28/2017
5, r	Bolton, Lisa Gen Elem & K8 — All Grades	B	\$41,813.00	8/28/2017
2, r	Bonds, Isaiah Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, r	Botsford, Kathryn Gen Elem & K8 — All Grades	C	\$48,322.00	8/28/2017
2, r	Bragg, Kay Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, nr	Braun, Robin Gen Elem & K8 — All Grades	C	\$50,999.82	8/28/2017
2, nr	Brock, Ruby Learning Coord — Implementor	C	\$54,840.00	8/28/2017
5, r	Brown, McKenzie Gen Elem & K8 — All Grades	4W2	\$41,311.00	8/28/2017
2, r	Brown, Stephanie SAGE	B	\$59,508.00	8/28/2017
5, r	Buhrow, Jessie Gen Elem & K8 — All Grades	B	\$42,314.00	8/28/2017
5, nr	Bullion, Samantha Early Childhood Special Ed	B	\$48,531.00	8/28/2017
5, nr	Carfagno, Ashley IDEA — Speech Pathology	C	\$44,311.00	8/28/2017
6, r	Castine, Shinae Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, r	Chiriboga, Kelly Gen Elem & K8 — All Grades	B	\$51,840.00	8/28/2017
5, r	Cirignani, Hannah Special Ed Multicategorical	B	\$41,311.00	8/28/2017
2, r	Cisse, El Hadji Reg (five-year-old) Kindergarten	B	\$41,311.00	8/28/2017
5, r	Claas, Alan Gen Elem & K8 — All Grades	B	\$61,993.00	8/28/2017
2, nr	Coleman, Derek Gen Elem & K8 — All Grades	C	\$46,217.00	8/29/2017
5, r	David, Frances Gen Elem & K8 — All Grades	4W2	\$41,311.00	8/28/2017
5, r	Dower, Nicole Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Eyssautier, Emily Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Fassbender, Jennifer Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, nr	Fitzgerald, Carolyn Gen Elem & K8 — All Grades	B	\$59,508.00	8/30/2017
4, nr	Fonseca, Ivelisse Special Ed Multicategorical	C	\$46,217.00	8/28/2017
2, r	Friend, Latoya Reg (five-year-old) Kindergarten	4W2	\$41,311.00	8/28/2017
5, nr	Frisch, Beth Early Childhood Special Ed	C	\$68,439.00	8/28/2017
5, nr	Fritsch, Dustin Multicategorical Comp Sen	4W2	\$41,311.00	8/28/2017
2, r	Gant, LaCari Gen Elem & K8 — All Grades	4W2	\$41,311.00	8/28/2017
5, nr	Gasque, Jennifer Gen Elem & K8 — All Grades	B	\$62,508.00	9/18/2017
5, r	Gernetzke, Sarah Special Ed Multicategorical	B	\$59,508.00	8/28/2017
5, r	Gerrits, Laurie Special Ed Multicategorical	B	\$59,508.00	8/28/2017
5, nr	Glowinski-Hamilton, Jessica Beth Early Childhood Special Ed	4W2	\$41,311.00	8/28/2017
5, r	Goding, Lindsey IDEA — Speech Pathology	C	\$50,000.00	8/28/2017
4, r	Gomez, Areli Bilingual Education	B	\$41,311.00	8/28/2017
5, r	Groat, Elizabeth Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Gundrum, Diane AMP HPE	B	\$59,508.00	8/28/2017
5, nr	Hansen, Jenny Gen Elem & K8 — All Grades	B	\$59,508.00	8/28/2017
5, nr	Hanson, Amanda Special Ed Multicategorical	B	\$41,311.00	9/18/2017
5, r	Hanson, Caitlin Gen Elem & K8 — All Grades	B	\$44,921.00	8/31/2017
5, r	Hecimovich, Myles Gen Elem & K8 — All Grades	C	\$47,921.00	8/28/2017
5, r	Hermann, Christopher Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Hessel, Margaret Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Hilario, Cassandra Gen Elem & K8 — All Grades	B	\$46,926.00	8/28/2017
5, nr	Hoagland, Steven Gen Elem & K8 — All Grades	C	\$53,335.00	8/28/2017
4, nr	Huertas, Maria Early Childhood Special Ed	B	\$41,311.00	8/28/2017
5, r	Huibregtse, Carolyn AMP Art	B	\$41,311.00	8/28/2017
5, nr	Jensen, Alyssa Special Ed Multicategorical	4W2	\$41,311.00	8/28/2017
5, r	Jessett, Riley Gen Elem & K8 — All Grades	4W2	\$41,311.00	8/28/2017
5, r	Jindra, Elaina Special Ed Multicategorical	B	\$41,813.00	8/28/2017
5, nr	Kinney, Hannah Speech Pathology	C	\$44,311.00	8/28/2017
5, nr	Kirbie, Kate Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Kitzerow, Megan Fed Head Start EC	B	\$42,314.00	8/28/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, nr	Kloss, Nichole Title I Schoolwide	B	\$41,311.00	8/28/2017
5, nr	Kreie, Kathleen Gen Elem & K8 — All Grades	B	\$43,217.00	8/28/2017
5, nr	Lambert, Lindsey Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Linhart, Kelsey Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
4, r	Macak, Jordan Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Manske, Ashley Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
4, r	Marquez, Aida Reg (Five-year-old) Kindergarten	B	\$43,217.00	8/28/2017
5, r	Martens, Stacey Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
4, r	Martinez Balderas, Jhonatan Bilingual Education	4W2	\$41,311.00	8/28/2017
2, r	Mayfield, Brenda Special Ed Multicategorical	B	\$41,311.00	8/28/2017
5, nr	McRoberts, Debra Gen Elem & K8 — All Grades	C	\$56,644.00	8/28/2017
4, r	Melendez, Glorimar Bilingual Education	B	\$59,508.00	8/28/2017
5, r	Melster, Adam Art	B	\$41,311.00	8/28/2017
5, r	Milek, Emma Special Ed Multicategorical	4W2	\$41,311.00	8/28/2017
5, nr	Miskelly, Robert Special Ed Multicategorical	B	\$72,000.00	9/18/2017
5, nr	Moburg, David Gen Elem & K8 — All Grades	C	\$62,508.00	8/28/2017
5, r	Moon, Christine Fed Head Start EC	B	\$50,335.00	8/28/2017
2, r	Mooney, Gregory Gen Elem & K8 — All Grades	C	\$70,701.00	8/28/2017
2, r	Morgan, Anthony Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, r	Morris, Connor Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
2, r	Neeley, Melanie Gen Elem & K8 — All Grades	C	\$46,566.78	8/28/2017
5, nr	Onopa, Dorothy Gen Elem & K8 — All Grades	B	\$43,217.00	8/28/2017
5, r	Osvatic, Kelley Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Ott, Brodi School Support Teacher	B	\$43,217.00	8/28/2017
2, nr	Owens, Randy Early Childhood Special Ed	4W2	\$41,311.00	8/28/2017
2, r	Owens Wilson, Hope Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
2, nr	Owusu, Effia Special Ed Multicategorical	B	\$41,311.00	8/28/2017
4, nr	Pagan, Zory Fed Head Start General	B	\$46,926.00	8/28/2017
6, nr	Palmer Peterson, Bethany Multicategorical Comp Sen	B	\$42,314.00	8/28/2017
5, r	Patenaude, Nicholas AMP HPE	B	\$59,508.00	8/28/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, r	Pauers, Leah Gen Elem & K8 — All Grades	4W2	\$41,311.00	8/28/2017
5, nr	Payant, Robert Gen Elem & K8 — All Grades	C	\$44,311.00	9/11/2017
5, nr	Pofahl, Susan Multicategorical Comp Sen	C	\$60,000.00	8/28/2017
4, nr	Ramirez, Nora Bilingual Education	C	\$62,508.00	8/28/2017
3, nr	Raymond, Mark Special Ed Multicategorical	4W2	\$41,311.00	8/28/2017
5, r	Riddle, Rebecca AMP Art	B	\$41,311.00	8/28/2017
4, r	Rivera, Jose Bilingual Education	B	\$59,508.00	8/28/2017
4, r	Rodriguez, Reyna Reg (five-year-old) Kindergarten	C	\$48,322.00	8/28/2017
2, r	Rogers, Lakaya Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Roman, Maryangela Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, r	Rothe, Katie Gen Elem & K8 — All Grades	B	\$51,840.00	8/28/2017
5, r	Schafer, Hannah Speech Pathology	B	\$41,311.00	8/28/2017
5, nr	Schlei, Cora Gen Elem & K8 — All Grades	B	\$41,311.00	8/31/2017
5, nr	Schneiker, Katherina Gen Elem & K8 — All Grades	B	\$59,508.00	8/28/2017
5, r	Schroeder, Dennis Gen Elem & K8 — All Grades	C	\$51,979.70	8/28/2017
5, nr	Schuh, Danielle Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
2, r	Sheppard, Saidah Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Shuder, Erin Gen Elem & K8 — All Grades	B	\$44,921.00	8/28/2017
5, r	Simmons, Joy IDEA Speech Pathology	C	\$62,508.00	8/28/2017
5, nr	Skolnick, Madison Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Skrbin, Amy Early Childhood Special Ed	B	\$41,311.00	8/28/2017
5, nr	Smith, Matthew Special Ed Multicategorical	4W2	\$41,311.00	8/28/2017
5, r	Smith, Stephanie Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Spevak, Katherine Speech Pathology	B	\$41,311.00	8/28/2017
2, r	Sprewer, Constance Gen Elem & K8 — All Grades	4W2	\$41,311.00	9/14/2017
5, nr	Stanchfield Bastardo, Monica Gen Elem & K8 — All Grades	B	\$59,508.00	8/28/2017
2, r	Steele, Lonnie Gen Elem & K8 — All Grades	C	\$50,999.78	8/28/2017
5, nr	Steger, Jacob Gen Elem & K8 — All Grades	B	\$48,531.00	8/28/2017
5, r	Steinhilber, Sarah Speech Pathology	B	\$44,311.00	8/28/2017
5, nr	Stockman, Sharon Gen Elem & K8 — All Grades	C	\$62,508.00	8/28/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, nr	Stratton, Clare Special Ed Multicategorical	B	\$41,311.00	8/28/2017
2, r	Taylor, Sariah Reg (five-year-old) Kindergarten	B	\$41,311.00	8/28/2017
4, r	Terriquez, Carmen Speech Pathology	C	\$44,311.00	8/28/2017
2, r	Thomas, Caree Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, nr	Tobin, Justin Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
5, r	Umstot, Matthew Gen Elem & K8 — All Grades	B	\$42,314.00	9/1/2017
5, r	Vandersteen, Sara Gen Elem & K8 — All Grades	B	\$41,311.00	9/18/2017
4, nr	Vazquez, Jose Health & Phy Ed	B	\$45,314.00	8/28/2017
5, r	Vidrine, Jeanne School Support Teacher	B	\$41,311.00	8/28/2017
2, nr	Vilar, Brittany Gen Elem & K8 — All Grades	C	\$54,840.00	8/28/2017
5, nr	Vitucci, Sara Special Ed Multicategorical	4W2	\$41,311.00	8/28/2017
2, r	Ward, Shamaura Multicategorical Comp Sen	4W2	\$41,311.00	8/28/2017
4, r	Westerfield, Joseph Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, r	Wetor, Brooke Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
2, r	Wheeler, Conniesha Title I Schoolwide	B	\$41,311.00	9/1/2017
2, r	Wilson, Latoya Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Wood, Eileen Multicategorical Comp Sen	B	\$42,314.00	8/28/2017
5, nr	Young, Tanya Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	Zimmers, Anna School Support Teacher	C	\$62,508.00	8/28/2017
<i>Teachers — IB Calendar</i>				
4, r	Betances, Soribel Foreign Language	B	\$41,311.00	8/22/2017
5, nr	Cassel, Karen English	C	\$62,508.00	8/28/2017
5, nr	Chihuahua, Courtney Multicategorical Comp Sen	B	\$46,926.00	8/21/2017
5, r	DeGroot, Jacob Science	B	\$41,311.00	9/13/2017
5, nr	Granzow, Gage Social Studies	B	\$42,314.00	9/5/2017
5, nr	Kumar, Jonathan English	C	\$44,813.00	8/28/2017
2, nr	Leconte, Sandra Music	C	\$62,508.00	8/30/2017
4, r	Manzano, Indalecio Math	C	\$75,880.00	9/18/2017
5, r	Mateu Anderegg, Coral Bilingual Education	B	\$62,508.00	9/18/2017
5, r	McMullen, Conor Foreign Language	B	\$41,311.00	8/31/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, nr	Shalaby, Susan Multicategorical Comp Sen	B	\$59,508.00	8/28/2017
5, r	Sheltraw, Gabrielle Hearing Impaired	B	\$41,311.00	9/18/2017
2, r	Taylor, Renea Math	B	\$41,311.00	8/28/2017
5, nr	Taylor, Robert Music	B	\$41,311.00	9/13/2017
2, r	Tyson, Marilyn Early Childhood Special Ed	B	\$41,311.00	9/18/2017
<i>Library Media Specialist</i>				
5, nr	Hill, Holly	2F	\$78,406.00	8/28/2017
<i>Permit Teacher – IB Calendar</i>				
4, r	Acaba, Gabriel Special Ed Multicategorical	B	\$41,311.00	8/29/2017
5, r	Cerniglia, Annie Special Ed Multicategorical	B	\$41,311.00	8/18/2017
6, r	Estevez, Yubelky Foreign Language	B	\$41,311.00	8/24/2017
5, nr	Glunz, Amanda English as a Second Language	B	\$41,311.00	8/7/2017
5, nr	Jacobsen, Thomas School Support Teacher	B	\$41,311.00	8/28/2017
5, nr	Jeninga, Kenneth Special Ed Multicategorical	B	\$41,311.00	8/7/2017
2, r	Johnson, Antoinette Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5, nr	Joseph, Sarah Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5, r	Martin, Matthew Foreign Language	B	\$41,311.00	8/7/2017
2, nr	Preyer, DeVon Multicategorical Comp Sen	B	\$41,311.00	9/5/2017
4, r	Ramos, Mercedes Bilingual Education	B	\$41,311.00	8/7/2017
5, nr	Sego, Eric Multicategorical Comp Sen	B	\$41,311.00	9/11/2017
2, r	Slade, Terrance Special Ed Multicategorical	B	\$41,311.00	8/7/2017
6, nr	Torres, Ismael Special Ed Multicategorical	B	\$41,311.00	9/8/2017
<i>Occupational Therapist</i>				
5, nr	Miota, Bethany Therapist — Occupational	C	\$44,921.00	8/28/2017
<i>Permit Teacher</i>				
2, r	Bounds, Jasmine Special Ed Multicategorical	B	\$41,311.00	8/28/2017
2, r	Buford, Nakkitta Multicategorical Comp Sen	B	\$41,311.00	8/28/2017
4, nr	Ceyca Chaidez, Ericka Early Childhood Special Ed	B	\$43,000.00	8/28/2017
4, r	Delgado, Ivelisse Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
2, r	Ellis, Latoya Health & Phy Ed	B	\$41,311.00	8/28/2017
4, nr	Gonzalez Acosta, Patricia Special Ed Multicategorical	B	\$41,311.00	8/28/2017

<u>Codes</u>	<u>Name and Position</u>	<u>Division</u>	<u>Salary</u>	<u>Date</u>
5, nr	Hebl, Edward Multicategorical Comp Sen	B	\$41,311.00	9/8/2017
3, r	Li, Pao AMP Art	B	\$41,311.00	8/28/2017
5, r	Manzke, Shannon General Operations	B	\$41,311.00	8/28/2017
2, r	McAfee, Derrick Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5, r	McKeown, Aislinn Gen Elem & K8 — All Grades	B	\$41,311.00	8/28/2017
5, nr	McKinney, Lauren Hearing Impaired	B	\$41,311.00	9/7/2017
4, r	Montilla, Edward Bilingual Education	B	\$41,311.00	8/28/2017
4, nr	Ortiz Laureano, Elba Early Childhood Special Ed	B	\$41,311.00	8/28/2017
4, r	Ramos Serrano, Carol Bilingual Education	C	\$46,217.00	8/28/2017
2, r	Roundtree, Chimere Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5, nr	Sizemore, Robert Multicategorical Comp Sen	B	\$41,311.00	8/7/2017
4, nr	Soto, Angelie Marie Bilingual Education	B	\$41,311.00	9/13/2017
4, r	Valle, Laura Multicategorical Comp Sen	B	\$41,311.00	9/14/2017
5, r	Van Lieshout, Carla AMP Art	B	\$41,311.00	8/28/2017
5, r	Voss, Catherine Special Ed Multicategorical	B	\$41,311.00	8/7/2017
5, r	Weise, Renee Special Ed Multicategorical	B	\$41,311.00	8/28/2017
<i>Physical Therapist</i>				
5, r	Ellis, Briana Therapist — Physical	4V	\$50,698.00	8/28/2017

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Resident
- (r) Resident
- (1) Native American 0
- (2) African American..... 36
- (3) Asian/Oriental/Pacific Islander 2
- (4) Hispanic 28
- (5) White..... 121
- (6) Other 4
- (7) Two or More Ethnic Codes 0
- Males..... 52
- Females 139

Report on Certificated Resignations and Classified Retirements

<u>Reason</u>	<u>Yrs Svc</u>	<u>Ethnic Code</u>	<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
<i>Certificated Resignations</i>						
Personal	2.0	5	Kirstin Abrams	Teacher	Central Svcs	08/25/2017

<u>Reason</u>	<u>Yrs Svc</u>	<u>Ethnic Code</u>	<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Other Work	4.0	5	Katelyn Araya	Teacher	Kluge	08/16/2017
Other Work	2.0	5	Katherine Bennett	Teacher	Garland	08/17/2017
Personal	2.9	5	Caroline Dlouhy	Teacher	Rufus King HS	08/25/2017
Other Work	2.0	5	Kathryn Doyle	Teacher	Meir	09/06/2017
Personal	1.0	5	Rebecca Droster	Teacher	Roosevelt MS	08/23/2017
Other Work	5.5	5	Megan Fabrycki	Teacher	Forest Home	08/24/2017
Other Work	4.5	4	Erika Flores De Lopez	Teacher	Lincoln Ave	08/16/2017
Other Work	9.0	5	Jill Frias	Teacher	Forest Home	08/21/2017
Personal	4.8	5	Ronna Gonzalez	Teacher	Hayes	08/21/2017
Other Work	2.0	5	Jonathan Grimins	Teacher	Franklin	08/21/2017
Other Work	4.0	4	Eunice Heredia Colon	Teacher	Allen Field	08/18/2017
Other Work	15.0	5	Amy Kern	Teacher	Lancaster	08/22/2017
Other Work	2.0	5	Katie Klestinski	Teacher	Kluge	08/16/2017
Personal	0.1	5	Bradley Krause	Teacher	Milw Sch Lang	08/14/2017
Personal	9.0	5	Sarah Mears Kroening	Teacher	ALBA	08/28/2017
Personal	8.0	2	Tiffany Miller	Teacher	South Division	08/28/2017
Other Work	27.7	4	Enid Montalvo	Teacher	Mitchell	08/17/2017
Personal	0.1	2	Melanie Neeley	Teacher	Douglas	08/25/2017
Retire	26.6	5	Tim Nehmer	Teacher	Elm	08/16/2017
Other Work	15.0	5	Erica Olenici	Teacher	MACL	08/17/2017
Other Work	2.0	5	Andrew Ptasienski	Teacher	Whitman	08/22/2017
Personal	3.0	5	Jenni Strait	Nurse	Central Svcs	08/16/2017
Personal	31.4	5	Linda Witzeman	Teacher	Douglas	09/22/2017
Personal	2.1	3	Zhou Wu	Teacher	MACL	09/08/2017

Classified Retirements

Retire	2.6	5	Susan Lunsford	Para	Rogers St. Academy	08/29/2017
Retire	25.3	5	Mary Jean Price	Para	Pulaski	08/26/2017
Retire	19.8	2	Millicent Smith	Para	Hartford Ave.	08/28/2017
Retire	4.0	5	Daniel Waraxa	Engineer II	Fratney	08/26/2017
Retire	37.0	5	David Wielochowski	Engineer III	JMAC	09/08/2017

Certificated Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, August 2017		
John Schmierer	Currently on leave	08/24/2017
Personal Leave, September 2017		
Heather Koeller	MSIS	09/20/2017
Personal Leave, March 2018		
Elizabeth Harris	Currently on leave	03/16/2018
Illness Leave, August 2017		
Miriam Tangle	Currently on leave	08/23/2017
Joanne Murphy	Engleburg	08/28/2017
Gregory Stewart	Hartford University	08/28/2017
Carmen Fischer	Currently on Leave	08/28/2017
Illness Leave, September 2017		
Jamie Priggie-Jones	Jackson	09/11/2017
Illness Leave, November 2017		
Gail Barrett	Currently on leave	11/20/2017

Affirmative Action Report

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

Committee’s Recommendation

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

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

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

Recommended Appointments

Your Committee recommends that the Board approve the following individuals for promotion, appointment, or reassignment to the classifications indicated.

<u>Codes</u>	<u>Name</u>	<u>Position</u>	<u>Salary</u>
2, r	Ronald Cox	Senior Director, Talent Management Office of the Chief of Human Resources	Schedule 03, Range 16A \$127,876
2, nr	Carol Eady	Senior Director, Benefits, Pension & Compensation Office of the Chief of Human Resources	Schedule 03, Range 16A \$125,995
5, r	Marie Thompson	Director I, Innovation Development Office of the Chief of Innovation & Information	Schedule 03, Range 14A \$120,352
2, r	Toni Dinkins	Manager II, School Operations Office of the Chief of School Administration	Schedule 03, Range 12A \$112,382
5, r	David Zech	Manager II, School Operations Office of the Chief of School Administration	Schedule 03, Range 12A \$112,382
3, nr	Qin Wang	Programmer Analyst III Office of the Chief of Academics	Schedule 03, Range 07A \$80,956
5, r	Amy Moeller	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C \$58,995
4, r	Jose Medina	Coordinator II, School Improvement Office of the Chief of Innovation & Information	Schedule 03, Range 07C \$57,497
5, nr	Gina Nameth	Analyst II, Facilities Planning Office of the Chief of Operations	Schedule 03, Range 06A \$58,168
4, nr	Martin Guerra	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C \$57,997
2, r	Denzel Shareef	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$50,000
2, r	Tom Scholle-Malone	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$47,969
2, r	Sophia Smith	Volunteer Services Associate I Office of the Chief of Staff	Schedule 03, Range 03A \$44,525
2, r	Allicia Washington-White	Alumni & Student Engagement Associate I Office of the Chief of Staff	Schedule 03, Range 03A \$44,525

Note that the above list of appointments is a revision that was submitted by the Administration at the time of the Board’s meeting and replaces that which the Committee had recommended for approval.

Recommended LTE Contracts

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

<u>Codes</u>	<u>Name</u>	<u>Position</u>	<u>Salary & Effective Dates</u>
2, nr	Robert Darren Fisher	Adjunct Instructor Office of the Chief of Innovation & Information	\$50.00 9/1/17 to 12/23/17
2, nr	Kimberly Hopkins	School Psychologist Office of the Chief of Academics	\$50.00 9/5/17 to 1/20/18
5, r	Margaret Barrett	Grant Project Director Office of the Chief of Academics	\$40.00 9/5/17 to 3/9/18
5, r	Phillip Dosmann	Montessori Liaison Office of the Chief of School Administration	\$40.00 8/8/17 to 12/31/17
5, r	Timothy Duax	Montessori Liaison Office of the Chief of School Administration	\$40.00 8/8/17 to 12/31/17
2, nr	Robert Darren Fisher	Adjunct Instructor Office of the Chief of Innovation & Information	\$40.00 9/1/17 to 12/23/17
5, r	Kathleen Krug	Project AWARE Office of the Chief of Academics	\$40.00 9/5/17 to 3/5/18
5, r	Patricia Schmeling	School Nurse Office of the Chief of Academics	\$40.00 8/28/17 to 2/28/18
5, nr	Annette Walters	Physical Therapist Office of the Chief of Academics	\$40.00 12/11/17 to 3/23/18
6, nr	Tahany Azzab	Smart Spaces Online Instructor Office of the Chief of Academics	\$31.00 9/1/17 to 3/1/18
5, nr	Susan Freiss	Smart Spaces Online Instructor Office of the Chief of Academics	\$31.00 9/1/17 to 3/1/18
1, nr	Angela Gorske	Smart Spaces Online Instructor Office of the Chief of Academics	\$31.00 09/1/17 to 3/1/18
5, nr	Lindsay Passwaters-Cordero	Smart Spaces Online Instructor Office of the Chief of Academics	\$31.00 9/1/17 to 3/1/18
2, r	Jamella Acosta	Project AWARE Office of the Chief of Academics	\$30.00 9/24/17 to 3/24/18
5, r	Michele Butz	Riley Dual Language Montessori Office of the Chief of Operations	\$30.00 9/6/17 to 3/6/18
5, r	Paul Calhoun	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00 8/17/17 to 2/17/18
2, r	NaTasha Carr	Project AWARE Office of the Chief of Academics	\$30.00 9/24/17 to 3/24/18
5, r	Liza Frolkis	Smart Spaces Classroom Facilitator Office of the Chief of Academics	\$30.00 9/1/17 to 3/1/18
5, nr	Amy Keel Wilson	Social Emotional Learning Interventional Office of the Chief of Academics	\$30.00 9/1/17 to 3/1/18
5, r	Heinrich Kunsmann	Piano Teacher Office of the Chief of School Administration	\$30.00 8/28/17 to 2/28/18
5, nr	Andrea Nemeth	Psychometric Assistant Office of the Chief of Academics	\$30.00 9/5/17 to 1/12/18
4, r	Lourdes Ocampo Lewis	Project AWARE Office of the Chief of Academics	\$30.00 9/24/17 to 3/24/18
5, r	Carl Storniolo	Percussion Teacher Office of the Chief of School Administration	\$30.00 8/28/17 to 2/28/18
5, nr	Mary Waldheim	Project AWARE Office of the Chief of Academics	\$30.00 9/24/17 to 3/24/18
5, r	Mary Wincapaw White	Consultant Services on Perkins Grant Office of the Chief of Academics	\$30.00 8/1/17 to 2/1/18
2, r	Louise Young Benson	Project AWARE Office of the Chief of Academics	\$30.00 9/24/17 to 3/24/18
5, r	Valerie Pogue	Piano Accompaniment & Vocal Coach Office of the Chief of Schools Administration	\$17.06 8/21/17 to 2/21/18
5, r	Valerie Pogue	Piano Accompanist Office of the Chief of School Administration	\$17.06 11/1/17 to 5/5/18

Codes:

1 Native American

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

Director Falk moved to approve the Committee’s recommendation, along with the revised administrative appointments as presented above.

Ayes — Directors Báez, Falk, Phillips, Voss, Woodward, and President Sain — 6.
Noes — 0.

* * * * *

(Item 3) Action on the Award of Professional Services Contracts

Background

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

- Accounting Equipment Corp, d/b/a AE Business Solutions,
for IT Support Services
TSV-0-0-TEC-TC-ECTS\$202,000

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.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Requests

Background

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

- Discovery Education, Inc., for Science Curriculum Licenses
SDV-0-S-D88-DW-ECT\$389,100

- Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses
SYS-0-0-AMT-RH-ECTS.....\$151,200
- Wisconsin Family Ties, Inc., for a Parent Peer Specialist Position at Project AWARE Schools
CDV-0-S-A-97-RH-ECTS\$66,000
- Wisconsin Coach Lines, Inc. for Field-trip Transportation Services
Varies by location using services\$115,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the purchase orders will be issued and the contracts will begin as indicated in the attachments.

Committee’s Recommendation

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

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

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Construction Contracts

Background

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

1. Newport Network Solutions for Proximity Card Access Control Installations at the following schools:
 - Alcott
 - Manitoba
 - Walker Campus
 - Curtin
 - Milwaukee Parkside
 - Clement
 Code: FAR 00 SPJ DW ECNC\$86,713.00
2. Newport Network Solutions for Proximity Card Access Control Installations at the following schools:
 - Bruce
 - Maple Tree
 - Thoreau
 - Kilbourn
 - Parkview
 Code: FAR 00 SPJ DW ECNC\$85,981.00

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 total expenditures of \$172,694.00.

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 as attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Canon Solutions America, Inc., for Leasing of a Multi-Purpose Color Digital Copy Machine

Background

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and to contract with Canon Solutions America, Inc.m ("Canon"), for the leasing of a multi-purpose color digital copy machine.

Canon will provide Duplicating Services with one new digital color multi-function copy machine. The four-year lease will include the cost of the equipment, installation, training, maintenance, and all consumable supplies, except paper. This machine, which will replace an existing color copier, will include more robust features to better meet the demand of the District's printing in Duplicating Services.

Given the annual value of the goods/services, competitive quotes were solicited in accordance with 3.09(7)(b)2. Canon was the lowest responsible respondent.

This lease will run for a 48-month period from November 1, 2017, through October 31, 2021 (the “Initial Term”).

The total cost of the goods/services purchased will not exceed \$49,000 per annual period and will not exceed \$196,000 during the Initial Term.

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.

- DUP-0-0-DUP-DU-EMTC (Duplicating Services — Contracted Services)\$196,000

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

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and approve the lease with Canon Solutions America, Inc., as set forth in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Routine Monthly Reports

The report on revenues and expenses, monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards 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</i>			
MacDowell Montessori	The Kula Foundation*	\$1.38	Burgers for Better Schools (BFBS) Donation-General School Use
MacDowell Montessori	Malakai Jaspersen	\$20.00	School Supplies — Room 300
Alcott School	The Kula Foundation*	\$18.78	BFBS Donation — General School Use
Bruce School	The Kula Foundation*	\$2.00	BFBS Donation — General School Use
Bruce School	United Healthcare Services	\$1,000.00	Healthy School Program
Bay View HS	Glassman Productions	\$1,000.00	Contributions
Clement Ave. School	The Kula Foundation*	\$19.08	BFBS Donation — General School Use
Fernwood School	The Kula Foundation	\$24.15	BFBS Donation — General School Use
German Imm. School	YourCause, LLC*	\$28.00	General School Supplies
German Imm. School	The Kula Foundation*	\$45.84	BFBS Donation — General School Use
Garland School	The Kula Foundation	\$21.52	BFBS Donation — General School Use
Honey Creek Elementary School	The Kula Foundation*	\$14.29	BFBS Donation — General School Use
Honey Creek Elementary School	We Energies Foundation	\$200.00	General School Supplies
Washington HS of IT	Mark Wade II, LLC	\$1,000.00	Support Boys Basketball Team
Washington HS of IT	Fred Tabak	\$200.00	Support Boys Basketball Team
Lincoln MS	Le Roy Green*	\$156.49	Lincoln Alumni

Location	Donor	Amount	Gift or Purpose
Lincoln MS	The Kula Foundation*	\$3.17	BFBS Donation — General School Use
Ralph Metcalfe School	The Kula Foundation*	\$0.53	BFBS Donation — General School Use
Marshall HS	The Kula Foundation	\$2.22	BFBS Donation — General School Use
Marshall HS	Leaddog Marketing Group	\$3,000.00	Kohl's Cares Field Trip Grant
Marshall HS	Dotopia	\$50.00	Wells Fargo Matching Gifts
Bradley Trade & Tech	Clutch Corp.	\$400.00	General School Supplies
North Division HS	Hayes & Rothstein, S.C.	\$150.00	Boys Basketball Team Support
North Division HS	The Kula Foundation*	\$2.13	BFBS Donation — General School Use
Riley School	Sarah Smasal	\$100.00	Montessori School Supplies
King HS	Courage Mke	\$300.00	Support for LGBT Community
King HS	Dean and Lindsey Graf	\$1,073.00	Coaching Hours
Roosevelt MS	The Kula Foundation*	\$0.55	BFBS Donation — General School Use
Sherman School	The Kula Foundation*	\$0.75	BFBS Donation — General School Use
Siefert School	The Kula Foundation*	\$7.39	BFBS Donation — General School Use
Starms Discovery School	Herb Kohl Philanthropies	\$200.00	Class Field Trips
Ronald Reagan HS	Stacy Knitter*	\$117.00	Alumni Activities
Trowbridge School	General Mills/Box Tops for Education	\$105.10	Box Tops for Education
Trowbridge School	The Kula Foundation*	\$0.51	BFBS Donation — General School Use
Thoreau School	The Kula Foundation*	\$2.35	BFBS Donation — General School Use
Victory School	RTI International (Survey Incentive)	\$530.00	Survey Incentive
Vincent	Milk Products	\$2,000.00	Youth Impact Award to Support Agriculture Program
Vincent	The Kula Foundation*	\$1.84	BFBS Donation — General School Use
<i>Total Monetary Donations</i>		<i>\$11,798.07</i>	
<i>Non-Monetary Donations</i>			
MacDowell Montessori	Donors Choose	\$899.09	Calculators
MacDowell Montessori	Donors Choose	\$19,109.02	General School Supplies
MacDowell Montessori	Jaeden Smith	\$20.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	\$113.97	Fans
MacDowell Montessori	Donors Choose	\$372.81	Cooking Supplies
MacDowell Montessori	Major Mehn	\$60.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	\$249.99	Robotics
MacDowell Montessori	Donors Choose	\$168.68	Sensory Material
MacDowell Montessori	Donors Choose	\$236.72	Maps and Books
MacDowell Montessori	Donors Choose	\$330.26	Language Mats
MacDowell Montessori	Sofia Turner	\$20.00	Pet Supplies-Room 300
MacDowell Montessori	Donors Choose	\$118.45	Art Supplies
Allen-Field School	The Iron Horse Hotel	\$4,000.00	10 TVs Donation
Franklin School	AT&T Pioneers	\$1,150.00	School Education Support Supplies
Lloyd Barbee Montessori	Aurora Oncology	\$150.00	Pick 'n Save Gift Card
Meir School	Donors Choose	\$372.97	Books
Meir School	Lockton Companies	\$200.00	Lockton School Supplies
Meir School	Donors Choose	\$186.34	Dry Erase Boards
Meir School	Donors Choose	\$1,200.54	Band Equipment
Meir School	Donors Choose	\$273.00	Binders
Meir School	Donors Choose	\$299.00	Calculators
Meir School	Donors Choose	\$136.82	Classroom Supplies
Holmes School	The Meemic Foundation	\$100.00	General School Supplies
North Division HS	AT&T Pioneers	\$1,200.00	General School Supplies
King HS	Nina Kohl	\$200.00	Flute
Ronald Reagan HS	Toppers Pizza	\$20.00	Pizza
Sherman School	TIAA	\$569.91	School Education Support
Thoreau School	Girtons ATA Taekwondo	\$100.00	General School Supplies
<i>Total Non-Monetary Donations</i>		<i>\$31,857.57</i>	

Location	Donor	Amount	Gift or Purpose
<i>Total Value of Donations for October 2017</i>		\$43,655.64	
<i>*Donations from MPS Alumni</i>		\$422.08	

Committee’s Recommendation

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

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

* * * * *

(Item 8) Action on Resolution 1718R-001 by Directors Bonds and Sain Regarding Renaming Dr. Benjamin Carson Academy of Science

Background

At its meeting on May 25, 2017, the Milwaukee Board of School Directors referred Resolution 1718R-001 by Directors Bonds and Sain to the Committee on Accountability, Finance and Personnel, the Resolved portion of which reads:

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to work with the Dr. Benjamin Carson Academy of Science school community to explore the renaming of the facility; and be it

FURTHER RESOLVED, That the Administration provide the Board with an update regarding the name change by the October 2017 Board cycle.

Since that time, the Chief of School Administration has communicated with the school’s leadership regarding the potential name change. The school community is in support of pursuing a name change, and the Regional Superintendent has been working with the school’s community on moving forward with the process in alignment with the resolution.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with changing the name of the school on the building will be absorbed in the FY17 budget.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will continue working with the school’s community to complete the necessary steps to identify a new name for the school. Once this has been determined, the proposed name will be brought to the Board for consideration and approval.

Committee’s Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-001 by Directors Bonds and Sain.

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

* * * * *

(Item 9) Action on a Request to Waive Administrative Policy 5.02(3)(a)(2)(e) and to Approve an Agreement with the Bicycle Federation of Wisconsin for Sponsorship of a "Bike Bazaar" at Hamilton High School

Background

The Administration is requesting authorization to enter into an agreement with the Bicycle Federation of Wisconsin to manage a Bike Bazaar at Hamilton High School to fundraise for the Valid Bike Shop at North Division and the MKE MTB bicycle team. As part of this agreement, the Administration is requesting a waiver of Administrative Policy 5.02(3)(a)(2)(e), which prohibits permit holders from earning a commercial or personal profit as a result of their use of MPS facilities. The Bike Bazaar will charge a fee to all local vendors who will be selling cycling-related goods during the event. The Bike Bazaar will also be charging patrons at the door to enter the event. The Bicycle Federation will use vendors' fees and admission fees to cover its MPS permit fee and any operational costs associated with the event. Profits from the revenue will be donated to the valid bike shop and the MKE MTB bicycle team.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board:

1. waive Administrative Policy 5.02(3)(a)(2)(e) and approve an agreement with the Bicycle Federation of Wisconsin to allow the Bike Federation to sponsor a "Bike Bazaar" at Hamilton High School; and
2. direct the Administration to bring forth to the appropriate committee a policy and procedure to address similar situations in the future.

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

* * * * *

(Item 10) Action on a Request to Rename Lowell Elementary School to Lowell International Elementary School

Background

Lowell Elementary School is a traditional elementary school which served 268 students in grades K4 through 5 in the 2016-17 school year. The official fall enrollment count for 2017-18 is not yet available.

After significant planning, preparation, and formal application, Lowell was designated an International Baccalaureate (IB) World School in spring 2015. The school was the seventh IB World School in MPS, joining one other elementary school, two middle schools, and three high schools.

To make the school more easily recognizable for families as an IB school, Lowell is seeking a name change in keeping with the naming conventions at many other MPS IB schools, which include "International" in their school names.

Principal Dr. Pandora Bedford presented the possible name change to Lowell International Elementary School to various stakeholder groups in September 2017. In a staff vote, 30 supported the change, while four voted against. Later in the month, those attending the school's Parent Teacher Organization's meeting unanimously supported the change. The School Engagement Council also voted in favor of the new name.

Following these presentations, Dr. Bedford submitted a letter to the Superintendent requesting that the school be renamed.

The Administration recommends that the Board approve the renaming of Lowell Elementary School to Lowell International Elementary School.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school's FY17 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the renaming of Lowell Elementary School to Lowell International Elementary School.

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

* * * * *

(Item 11) Action on a Request to Adopt a Resolution Authorizing Amendments to the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan

Background

On March 30, 2017, the Board approved an early retirement window (ERW) for eligible employees of the Milwaukee Public Schools who retire between July 1, 2017, and June 30, 2020, at age 55 or older, with 20 years of service and 90% of sick-leave allowance accumulation.

The ERW includes the ability for certain employees who are eligible for benefits under both the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan (the "Administrators Plan"), as well as benefits in the form of a deferred retirement allowance under the City of Milwaukee Employees Retirement System ("ERS"), to receive a supplemental benefit under section 13.3 of the Administrators Plan if they defer receipt of their ERS deferred-retirement allowance until attaining age 60 or later.

The Administration seeks adoption of a resolution authorizing amendments to the Administrators Plan to include updated plan language consistent with the requirements for receipt of the special supplemental benefit for eligible individuals who retire within the ERW.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. The recommendation is consistent with the practice of fiscal responsibility and the reporting and disclosure of the district's employee benefit plan costs and liabilities.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will amend the Administrators Plan document to include the updated language.

Committee's Recommendation

Your Committee recommends that the Board adopt the following resolution approving amendments to the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan effective July 1, 2017:

RESOLVED, By the Milwaukee Board of School Directors that the Administrators Plan be amended effective July 1, 2017:

Section 13.3, regarding eligibility to receive a Special Supplemental Benefit, shall be amended to be and read as follows:

"Section 13.3. Special Supplemental Benefit: An individual who participates under this Article XIII shall be eligible for a "Special Supplemental Benefit" (i) if his/her employment is terminated on or after his/her 60th birthday, and prior to his/her 65th birthday, or (ii) if his/her employment is terminated under the Early Retirement Window available to certain employees between July 1, 2017 and June 30, 2020, which was approved by action of the Board adopted March 30, 2017, and he/she also elects to receive a deferred retirement allowance from City of Milwaukee Employee's' Retirement System to commence on or after attaining age 60 pursuant to section 36-05-6-d-2 of the Milwaukee City Charter. If the Committee receives the completed application of the Participant in a timely manner pursuant to Section 4.8, the Special Supplemental Benefit shall be payable monthly, commencing on the first day of the month following his/her retirement date, and terminating on the first day of the month immediately preceding his/her 65th birthday or his/her death, if earlier."

FURTHER RESOLVED, That the Superintendent and/or designee are hereby authorized and directed to implement these amendments to the Administrators Plan document and to incorporate them in a restated Plan document.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Báez presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on Proposed Revisions to Administrative Procedure 7.33, Grading Systems

Background

The following proposed revisions to Administrative Procedure 7.33, Grading Systems, are being brought forward to account for use of pass/fail grades with work study, internships, apprenticeships, and

designated alternative programs. Changes clarify the fact that students may earn more than one pass/fail credit per semester within the guidelines of Administrative Procedure 7.33, Grading Systems.

ADMINISTRATIVE PROCEDURE 7.33
GRADING SYSTEMS

In accordance with administrative policy, the following grading systems have been approved for use in the school system at the various levels.

(1) ELEMENTARY GRADES K3-8

(a) Within the approved student information system (SIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level-appropriate state or national academic standards which have been assessed during each marking period:

AD..... Advanced, exceeding grade-level expectations

PR..... Proficient, meeting grade-level expectations

BA..... Basic, just below grade-level expectations

MI..... Minimal, far below grade-level expectations

Blank indicates an area that is not assessed during this mark period.

(b) The grade for each mark period indicates a performance level for expectations at that point in the school year. The K3/K4 and some areas of the K5 report card also use the frequency scale to show developmental progress: 1 = Seldom, 2 = Sometimes, 3 = Usually, 4 = Always/Exemplary.

(c) Students and parents/guardians of record will have full access to their students' proficiency on grade-level-appropriate state or national academic standards on the Student/Parent Portal in the student-information system. Teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students' progress.

(2) SECONDARY LEVEL

(a) Within the limitations listed below, students will be allowed to enroll in courses as Pass/Fail courses, with the understanding that their accomplishments in those courses will be evaluated either as successful (passing) or unsuccessful (unsatisfactory). For a successful completion of a Pass/Fail course, a grade of P will be given to students and entered on their permanent records. For unsuccessful performance, the standard grade of U will be assigned. ~~This option~~ The ability to take a Pass/Fail course will be available in all senior-high schools (grades nine 9 through 12) under the following conditions:

1. For encouraging upperclassmen to take higher-level courses, a student may opt to take a course as Pass/Fail under the following criteria:
 - a. This option will be open only to juniors or seniors who have earned at least half the number of units needed for graduation.
 - b. This option may be used for a maximum of one unit per year.
 - c. Parents/guardian of record of students exercising this option should be apprised of and involved in the decision. Local schools shall design a procedure to accomplish this.
 - d. Students will decide to exercise this option at subject-selection time. Final adjustment will be completed by the end of the second week of classes.
 - e. Retake guidelines:
 - (i) High-school students may elect to retake a course previously failed (U) or almost failed (D).
 - (ii) The most recent attempt at the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.
 - (iii) The National Collegiate Athletic Association (NCAA) ~~(National Collegiate Athletic Association)~~ maintains its own policies for repeating a course. It is the

responsibility of the student, parents, or guardian of record to consult with athletic coaches for updated guidelines.

2. For all high-school students in remedial courses:
 - a. Certain courses will be determined by the district to be remedial courses for grade 9-12 students. These courses will meet graduation requirements only as electives.
 - b. The district will determine the exact course codes that can qualify as Pass/Fail remedial courses.
 - c. Each school will communicate the alternate grading method to parents in writing.
 3. For all high-school students in internships, youth apprenticeships, and work study:
 - a. courses will be Pass/Fail;
 - b. the district will determine the amount of hours per internship or apprenticeship and the total credit-unit equivalence;
 - c. students in work study may earn 1 credit per semester upon meeting all criteria for the work study.
 4. Specific alternative programs identified by the district may grade on a Pass/Fail basis.
 5. Students have the potential to earn more than one Pass/Fail credit unit per year per the guidelines listed above.
- (b) Incorporating the above into the standard grading practice in the secondary schools will make it possible for students to earn the following grades:

- P..... Passing (successful accomplishment) — not computed into grade-point average.
- A..... Excellent (outstanding)
- B..... Above average (good)
- C..... Average (satisfactory)
- D..... Below average (passing)
- U..... Unsatisfactory (unsuccessful performance)
- I..... Incomplete. (This is a temporary grade that must be replaced by the actual achievement grade by the end of the following semester).

(c) Milwaukee Public Schools will use a weighted grades system with students who began freshmen year in 2014-2015. All Advanced Placement (AP), International Baccalaureate Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses will be weighted using the following scale:

Letter Grade	A	B	C	D	U
Grade Point for AP/IB DP & Selected PLTW courses	5.0	4.0	3.0	1.0	0
Regular High-school Courses	4.0	3.0	2.0	1.0	0

Students’ transcripts shall show the weighted grade and GPA as well as the non-weighted grade and GPA. Every high-school course catalog and academic-and-career planning guide has more specific information about accommodating students’ varying needs, interests, and abilities.

(d) Students can audit courses for which no credit is earned — for example, new students who arrive prior to the end of the semester but have already earned credits elsewhere.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Procedure 7.33, Grading Systems, as presented above.

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

* * * * *

(Item 2) Action on Proposed Revisions to Administrative Procedure 6.22, Leaves and Absences: Staff

Background

In June 2017, the Board approved revisions to the Employee Handbook. In an effort to align the Handbook to district policy and procedure, the Administration is recommending that Administrative Procedure 6.22, Leaves and Absences: Staff, be revised. The policy has been revised relative to loss of assignment for teachers and school psychologists. The Employee Handbook had been updated to state that teachers and school psychologists will be considered out of assignment after having been absent more than 20 (formerly 30) workdays during a school semester or 30 (formerly 45) workdays in a school year.

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

ADMINISTRATIVE PROCEDURE 6.22 LEAVES AND ABSENCES: STAFF

(1) APPROVAL OF ABSENCES/FORMAL LEAVE

An employee who is absent from work must comply with leave procedures set forth in Part VIII of the Employee Handbook, as revised, as well as with any pertinent departmental rules applicable to the employee. The Office of ~~Human Capital (OHC)~~ Human Resources (OHR) shall provide guidance to any employee with questions regarding leave-of-absence procedures.

(2) RETURN AFTER FORMAL LEAVE OF ABSENCE

An employee who wishes to return from or to curtail a formal leave of absence shall contact the ~~OHC~~ OHR to obtain approval to return to work. If the employee was on a formal leave of absence because of the employee's medical condition, the employee shall submit medical documentation to ~~OHC~~ OHR substantiating the employee's fitness for duty.

(3) LOSS OF ASSIGNMENT

(a) Teachers and Psychologists shall be considered out of assignment under any one of the following situations:

1. after having been absent more than ~~30~~ 20 workdays during a school semester or ~~45~~ 30 workdays in a school year;
2. after having been absent the first day of the school year without advanced notice to the supervisor and Central Services giving a satisfactory reason for the absence — documentation substantiating the reason for the absence may be required from the employee;
3. after having been approved for a leave of absence with a definite duration of 30 workdays or more.

(b) General educational assistants and paraprofessionals shall be out of assignment after being absent for more than one month.

(c) These provisions shall not apply to FMLA-protected or USERRA-protected absences. ~~OHC~~ OHR, in its discretion, may override these provisions for operational reasons.

(4) TENURE

Any semester in which a probationary teaching employee is absent for 36 school days or more may not be counted in the total of six semesters of teaching service required for tenure.

(5) DURATION OF LEAVES

(a) No leave of absence shall continue in force beyond one year. The total time allowed for leaves of absence for any purpose shall not exceed three years in the aggregate within any seven-year period, except as required by law.

(b) Any leaves of absence totaling 36 work days or more of a semester or half work-year shall be considered as a half-year for the purpose of determining leave durations. For seasonal laborers, any absences totaling 36 work days during the season will be counted as a year for purposes of determining leave durations.

(c) Nothing in these procedures shall be applicable to the Board’s resolution on war-service leaves.

(6) VIOLATION OF POLICIES

Willful violation of any of the provisions relating to leaves of absence by an employee, or the willful making of a false report regarding any type of leave, shall subject the employee committing such violation, or making such false reports, to disciplinary action by the Superintendent, or the Director of Board Governance, or the ~~Director~~ management of the Office of ~~Efficiency and Accountability~~ and Efficiency, as appropriate, and shall constitute a cause for discharge, suspension without pay, or demotion, subject to the Board rules governing such action.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.22, Leaves and Absences: Staff

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the changes made to Administrative Procedure 6.22, Leaves and Absences: Staff, as indicated in the attachments to the minutes of your Committee’s meeting.

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

* * * * *

(Item 3) Action on Proposed Revisions to Administrative Policy 6.15, Criminal Background Screening

Background

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

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

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

ADMINISTRATIVE POLICY 6.1 5
Criminal Background Screening

(1) It shall be the policy of the Milwaukee Board of School Directors that, prior to the appointment of any person to either a full-time or part-time position, the Office of Human ~~Capital Resources~~ shall conduct a criminal background check through the Wisconsin Department of Justice and other appropriate information sources. With respect to applicants with significant experience in other states, the background check shall include checks in those states.

~~(2) If a criminal background check reveals a conviction which the candidate failed to disclose as required on his/her application form, the Office of Human Capital reserves the right to reject the application for employment.~~

~~(2)~~ If the criminal background check confirms a conviction, a determination shall be made, in consultation with legal counsel if necessary, whether or not to reject the application, based upon a consideration of the circumstances of the conviction and whether the circumstances substantially relate to the circumstances of the particular position for which the candidate has applied. If the criminal background check confirms a pending charge, a determination shall be made, in consultation with legal counsel if necessary, whether or not to place the application on hold, based upon a consideration of the circumstances of the charges and whether the circumstances substantially relate to the circumstances of the particular position for which the candidate has applied. If the candidate is ultimately convicted, the application will be rejected; if the charge is dismissed, the candidate may resume his or her application, if a position is still available, or apply for a new position.

~~(3)~~ A candidate who is rejected through the criminal-background-check process because of a conviction shall have the opportunity to file a written appeal with the ~~Office of Human Capital MPS Background Check Appeals Committee~~.

~~(4)~~ The Office of Human ~~Capital Resources~~ shall promulgate written guidelines which clearly delineate steps to be taken in the hiring process, including identifying the necessary screening processes which must be conducted by Human ~~Capital Resources~~ staff prior to the appointment of any person to either a full-time or part-time position.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.15, Criminal Background Screening

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the proposed changes to be made to Administrative Policy 6.15, Criminal Background Screening, as indicated in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on Proposed Revisions to Administrative Policy 6.30, Suspension and Dismissal: Staff, and to Rescind Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures

Background

Due to the adoption of Wisconsin Act 10, the grievance procedure's structure and requirements were revised in May 2014. The revisions were further codified with the March 2016 reinstatement of Board Rule Appendix A, Procedures for Employee Appellate Hearings, and with the June 2017 revisions to the Employee Handbook. In an effort to align the Employee Handbook with district rules and policies, the Administration recommends revising Administrative Policy 6.30, Suspension and Dismissal: Staff.

The revised grievance procedure would give non-probationary employees fifteen (15) business days in which to file a grievance, instead of the five (5) work days previously given. In addition, reference to the Office of Human Capital has been updated to reflect the new department name, Office of Human Resources.

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

ADMINISTRATIVE POLICY 6.30 SUSPENSION AND DISMISSAL: STAFF

(1) CERTIFICATED STAFF

(a) The superintendent may take employee disciplinary action when it is in the best interest of the school system. Such action shall be in accordance with provisions of the appropriate ~~labor contract~~ Employee Handbook.

(b) No certificated employee who has become permanently employed as herein provided by reason of three or more years of continuous service shall be discharged, except for cause upon written charges.

(2) CLASSIFIED STAFF

(a) The superintendent, when he/she in his/her discretion believes it is for the best interests of the school system, may reduce in status, suspend, remove, or discharge classified employees in the respective departments, or impose penalties or take other disciplinary action with respect to these employees, for misconduct, incompetence, inefficiency, inattention to duty, or for any other reason that disqualifies or renders such employee unfit for the position held.

(b) Any employee who is reduced in status, suspended, removed, discharged, or penalized shall be notified thereof in writing, and said notice shall contain a statement of the reasons for such action.

(c) Any ~~non-probationary~~ employee who is reduced in status, suspended, removed, or discharged may, within ~~five working~~ 15 business days after receipt of notice of such action, file a grievance as to the just cause of the discharge, suspension, or discipline imposed upon him/her.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.30, Suspension and Dismissal: Staff

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.30, Suspension and Dismissal: Staff, and rescind Administrative Procedure 6.30, Suspension and Dismissal: Staff — Hearing Procedures, as indicated in the attachments to the minutes of your Committee's meeting.

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

* * * * *

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

Background

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

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

It is important to note that some of the policies and procedures attached to the minutes of your Committee's meeting require more substantive additional revisions. In those cases, this work is underway and will be coming back to the Board for referral for consideration at a future meeting of the Board.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11, School Engagement Councils
 Administrative Policy 4.07, Student Nutrition and Wellness
 Administrative Procedure 6.23(3), Filling Principals Vacancies
 Administrative Procedure 6.23 (4), Filling Assistant Principal Vacancies
 Administrative Procedure 8.20, Uniforms and Student Dress Code
 Administrative Procedure 9.12, Charter School Petitions and Proposals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the technical revisions to the following Administrative Policies and Procedures, as detailed in the attachments to the minutes of your Committee's meeting:

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

Adopted with the roll call vote to approve the balance of the Committee 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 on Family and Community Engagement

Background

In August, the Milwaukee Board of School Directors was provided a preview of the district's Family and Community Engagement Framework. This framework includes six standards that all schools must strive to meet in order to provide a standard of care across the district.

To equitably assist schools in reaching this standard, the district's system of support was refined for the 2017-2018 school year to better prepare schools and to respond to their needs around achieving all six standards of family and community engagement. The report attached to the minutes of your Committee's meeting details the multi-tiered system of support established for improving family and community engagement at schools across the district.

In addition to strengthening school-based family and community engagement, the district continues to support the growth of the District Advisory Council (DAC). Updates on the DAC are also provided in the report attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.03, Parent Empowerment

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

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

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

* * * * *

(Item 2) Report with Possible Action on the MPS C.A.R.E.S. (Community And Recreation Engaging Students) Initiative

Background

In October 2016, the district launched the MPS C.A.R.E.S. (Community And Recreation Engaging Students) initiative designed to increase community outreach and engagement by providing safe spaces within MPS. This multi-pronged approach uses school facilities and recreational services to create safe spaces for youth, to involve students in youth-mobilization opportunities, and to engage the district's employees in serving the community through volunteerism.

This report as attached to the minutes of your Committee's meeting provides an overview of year-one accomplishments of the following MPS C.A.R.E.S. components:

- Midnight League
- Twilight Centers
- Wellness Days

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 1.01, Vision and Mission

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

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

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve the Instrumentality Charter School Contract with New School for Youth Empowerment

Background

On February 9, 2017, a charter school petition was submitted for New School for Youth Empowerment (NSYE). NSYE petitioned to create an instrumentality charter school serving approximately 200 students. The school originally proposed to offer enrollment for students in grades 9 through 12, beginning with the 2017-18 school year.

On February 14, 2017, at the meeting of its Committee on Student Achievement and School Innovation, the Board gave public hearing regarding NSYE's instrumentality charter school petition.

On February 20, 2017, the Charter School Review Panel reviewed the petition and identified the educational concept outlined in the petition as a viable educational option for students.

On February 23, 2017, the Board took action to approve NSYE's instrumentality charter concept and directed the Administration, in consultation with the Board's designee and the Office of the City Attorney, to begin contract negotiations to develop a charter school contract beginning with the 2017-18 school year.

On May 4, 2017, the Board took action to approve a request to amend the proposed start date for NSYE from 2017-18 to 2018-19.

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

In September 2017, representatives from NSYE and the Administration, in consultation with the Office of Board Governance and the Office of the City Attorney, met to negotiate a contract for NSYE using the Board-approved instrumentality model contract. All modifications addressed in this item have been mutually agreed upon by all parties previously listed.

Contingent upon the Milwaukee Board of School Directors' approval, NSYE accepts the instrumentality charter contract, as attached to the minutes of your Committee's meeting, with the following modifications:

- a. Daniel Velasquez shall be the person in charge of the charter school;
- b. the name of the school is New School for Youth Empowerment;
- c. the location of the school is to be determined;
- d. performance criteria have been revised to reflect applicability and to reflect local performance measures;
- e. identification has been made to specify the method by which annual audits of financial and programmatic operations will be performed;
- f. identification has been made to specify the selection of disciplinary guidelines to be followed;
- g. NSYE will serve up to a maximum of 100 full-time-equivalent (FTE) pupils in grades 9 and 10 during the 2018-19 school year, and will ramp up to 150 FTE pupils in grades 9 through 11 during the 2019-20 school year, and 200 FTE pupils in grades 9 through 12 during the 2020-21, 2021-22 and 2022-23 school years;
- h. the term of the contract is five years, to start with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year; and
- i. technical revisions have been made throughout the contract and revisions have been made to the Appendix A.

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

The funds for this charter school contract will be included as part of the FY19 budget process. As a building has not been identified, the Administration notes that there are limited funds available for district classroom priorities. To preserve funds for classroom instructional support, the Administration is determined to identify a low-cost facility option.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective beginning with the 2018-19 school year. A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the instrumentality charter school contract with New School for Youth Empowerment, as attached to the minutes of your Committee's meeting, to begin with the 2018-19 school year and to end with the last regularly scheduled day of the 2022-23 school year.

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

* * * * *

(Item 2) Action on a Request to Approve an Amendment to the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.

Background

Carmen High School of Science and Technology was established as a non-instrumentality charter school beginning with the 2007-2008 school year. Carmen High School of Science of Technology School, Inc., operates Carmen High School of Science and Technology, South, located at 1712 South 32nd Street, Carmen Middle/High School of Science and Technology, Northwest, located at 5496 North 72nd Street, and Carmen High School of Science and Technology, Southeast, located at 2500 West Oklahoma Avenue. Carmen Middle School of Science and Technology, Inc., South, is scheduled to open beginning with the 2018-2019 school year.

Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life. Carmen emphasizes a strong foundation in literacy and math and student proficiency in science and technology, character development, and life skills.

On October 6, 2017, the Department of Contracted School Services received written notification from Carmen's representatives requesting an update to their contract identifying the location for Carmen Middle School of Science and Technology, South, for the 2018-2019 school year.

The Administration recommends that the Board approve the revised non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc., as attached to the minutes of your Committee's meeting, with the following modification:

- a. the location of Carmen Middle School of Science and Technology, Inc., South, shall be 1236 South Layton Boulevard, Milwaukee, WI 53215.

Strategic Plan Compatibility Statement

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 and execution, a copy of the amended Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amended Non-instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 3) Report with Possible Action on the Transformation Network

Background

MPS Equity Problem of Practice: MPS has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

The Transformation Network is an innovative and differentiated approach to using an equitable lens to allocate district resources, supports, and opportunities based on the needs of students and staff in the district's lowest-performing schools. The vision is to transform persistently low-performing schools into high-performing schools by implementing rigorous academic and behavioral interventions as well as focused support for school leaders and staff.

The Transformation Network is divided into eight zones. Schools within a zone are organized by grade level, school's academic program's focus, and level of school support needed.

The system of support for schools comprises an Instructional Superintendent or Instructional Leadership Director, a Student Performance Coordinator, and an Innovation Coach. Zone teams are provided with training from the Center of Educational Leadership to establish common procedures and processes that ensure consistency in instructional leaders' beliefs.

Key components of the work are centered on the following best practices that support school improvement:

- Continuous Improvement;
- Educator Effectiveness (Cycles of Feedback);
- Culture of Learning;
- Professional Development;
- Leading Teams; and
- Managing Partnerships

Cycles of Feedback (Educator Effectiveness) is a proven leadership practice that impacts upon a school's improvement. The practice focuses on growth through providing continual and specific feedback based upon evidence collected through classroom observation. Effective use of the practice calls for collaboration between the observer and staff that is ongoing. Individual growth is dependent upon feedback: the implementation of cycles of feedback will grow and enhance the quality of instruction within classrooms, impacting upon the outcomes for students.

Shared vision and understanding support the necessary shifts in supporting school leaders to be instructional leaders in MPS.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Committee's Recommendation

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

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the Milwaukee Education Partnership (MEP) and to the MPS Head Start Policy Council.

* * * * *

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

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

Academic Achievement

- Visited the Culinary Café at Vincent High School
- Attended the MPS Enrollment Fair
- Attended the Black and Latino Male Achievement Kick-Off at Pulaski High School
- Attended the Black and Latino Male Achievement Mentor Event at Washington High School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
 - John Ashley, Executive Director, Wisconsin Association of School Boards
 - Nicole Brookshire, Director, Milwaukee County Office of African American Affairs
 - Joaquin Altoro, Senior Vice President, Town Bank
 - Supervisor Taylor, Milwaukee County Board
 - Dr. Phillip Anderson, Cardinal Stritch University
 - Ashanti Hamilton, President, Milwaukee Common Council
 - Milwaukee Fire Department Chief Washington and Alderman Rainey
 - Deonte Lewis
 - Raisa Koltun
 - Kilby Williamson, GPS Education Partners
- Attended various district events, including:
 - Youth Apprenticeship Day at Bradley Tech
 - HBCU (Historically Black Colleges and Universities) Fair at Vincent High School
 - Mitchell Library's grand opening
 - Fire Prevention Week Kick off at the Survive Alive House
- Attended a community event, the Hero's Haul Fire Truck Pull
- Attended the meeting of the Milwaukee Public Library's Building Development Committee
- Attended the Milwaukee Urban League's Conversation on Education
- Attended the Metropolitan Milwaukee Association of Commerce's all-member meeting

- Attended the MPS Contracted Schools' Fall Internship session
- Attended the Young Men's Summer Camp's meeting
- Attended the Fire Truck Park's meeting
- Attended the Milwaukee Area Project's meeting at Marquette

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
 - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance
 - Dr. Darienne Driver and the MPS Senior Team
- Attended the Council of Great City Schools meeting, held this year in Cleveland, OH

* * * * *

RESOLUTIONS

Resolution 1718R-009

By Directors Bonds and Harris

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

Resolution 1718R-010

By Director Bonds

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

WHEREAS, Wisconsin continues to see growth in the number of information technology related companies and jobs, with the demand for computing jobs in Wisconsin in 2017 being higher than that for any other occupation category; and

WHEREAS, Wisconsin continues to see a growth in technology companies, such as Epic and Foxconn, coming to Wisconsin, yet there continues to be a shortage in the workforce for technology related jobs including information technology, computer coding, healthcare, advanced manufacturing, and bioagriculture; and

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

WHEREAS, In June 2017, the Wisconsin State Superintendent adopted the Wisconsin Standards for Computer Science; and

WHEREAS, Each district, school, and program is charged with determining the means by which students will meet the Wisconsin Standards for Computer Science; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science program to be located at Barack Obama School of Career and Technical Education; and be it

FURTHER RESOLVED, That the new computer science program be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science program include specific emphasis on each of the five conceptual strands outlined in the Wisconsin Standards for Computer Science:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the program begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the new computer science program to the Board no later than the February 2018 Board cycle

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

Having disposed of the balance of its agenda, the Board returned to Item Two of the Reports and Communications from the Office of Accountability and Efficiency, which had been postponed earlier.

(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

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

Recommendation

The Office of Accountability and Efficiency recommends that the Board determine what action it wishes to take with regard to this matter.

The Board adjourned at 8:27 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 2017**

A special meeting of the Board of School Directors was called to order by President Sain at 7:47 PM.

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

The Board Clerk read the following call of the meeting:

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 7:30 p.m. on Monday, October 30, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider and to take action on proposed amendments to the adopted 2017-18 (FY18) budget for School Operations, Construction, and Extension Funds.

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

(Item 1) Action on Proposed Amendments to the Adopted 2017-18 (FY18) Budget for School Operations, Construction, and Extension Funds.

The Board considered the following amendments, as provided under separate cover.

- **Amendment #1 by Director Harris to Fund Raises for Employees Across All Bargaining Units Currently Earning \$50,000 or Less Annually**

Director Harris moved approval of the amendment as written, with the funding source as recommended by the Administration.

The Board recessed at 8:11 PM.

The meeting was called back to order at 8:26 PM.

Director Harris withdrew his previous motion and instead moved to defer consideration of this amendment until the Board heard the responses to all amendments on the agenda. The motion prevailed, the vote being as follows:

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

* * * * *

- **Amendment #2 by Director Falk to Reallocate \$20 Per Pupil (Approximately \$1.5 Million) from Contract Services to Schools**

Director Falk moved adoption of amendment. The motion prevailed, the vote being as follows:

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

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- **Amendment #3 by Directors Bonds and Sain to Reallocate Resources Designated for the OPEB Trust Equal to \$1,238,000 to the Schools on a Per-Pupil Basis at Roughly \$16.25 and to Freeze the Hiring of All New-to-Budget Central Office Positions and to All Non-Critical/Non-Cabinet Level Positions for the FY18 Fiscal Year**

Director Harris moved to table the amendment.

Having been advised by the Board Clerk that this was an acceptable motion, Director Harris moved to accept the Administration’s recommendation.

The form of the motion being unclear, Director Harris amended his motion to reallocate resources designated for the OPEB Trust equal to \$1,238,000 to the schools on a per-pupil basis at roughly \$16.25 and to freeze the hiring of all new-to-budget central office positions and to all non-critical/non-cabinet level positions for the FY18 fiscal year.

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

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

* * * * *

- **Amendment #4 by Director Báez Reallocate Funds from Contract Services and Direct Them to Fund Tuition Assistance for up to 50 MPS Paraprofessionals, Not to Exceed \$200,000, to Begin in January 2018**

Director Phillips moved to adopt the amendment. The motion prevailed, the vote being as follows:

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

* * * * *

- **Amendment #5 by Director Falk to Reallocate \$2.4 Million from Contract Services to Fund the “Road to 15” Compensation Plan in the Amount of \$654,000 and to Fund Base-Building Raises for All Employees Not Receiving a Salary Increase Under the “Road to 15” Compensation Plan.**

Director Falk moved to reallocate \$2.4 million from Contract Services to fund the “Road to 15” compensation plan in the amount of \$654,000 and to fund base-building raises for all employees not receiving a salary increase under the “Road to 15” compensation plan.

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

* * * * *

The Board having previously deferred Amendment #1 by Director Harris to Fund Raises for Employees Across All Bargaining Units Currently Earning \$50,000 or Less Annually, discussion on the amendment resumed.

Director Harris moved to accept the amendment, along with the Administration’s recommendation to defer two scheduled remodeling projects and to reduce contract costs for mindfulness training to provide first-year funding for the “Road to 15” of \$654,000.

The Board recessed at 9:34 PM.

The meeting was called back to order at 9:59 PM.

Director Harris having recast his motion, to fund raises at the CPI index of 1.26 percent for all employees across all bargaining units currently earning \$50,000 or less annually, the motion prevailed, the vote being as follows:

Ayes — Directors Báez, Harris, Miller, Phillips, Voss, and Woodward — 6.
Noes — Directors Falk and Sain — 2.

* * * * *

(Item 2) Action on Proposed Amendments to the Adopted 2017-18 (FY18) Budget for School Operations, Construction, and Extension Funds

The Superintendent advised the Board that the amendments as adopted had resulted in an unbalanced budget.

The Board recessed at 10:07 PM.

The meeting was called back to order at 10:28 PM.

Director Falk moved to change the amount of the cost-of-living adjustment approved with Admendment #1 from 1.26 percent to 0.4 percent.

Having been advised by the Board Clerk that all of the amendments had already been dispensed with, Director Falk moved to rescind the action taken on Budget Amendment #1. The motion prevailed, the vote being as follows:

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

Director Falk moved to fund raises for employees across all bargaining units currently earning \$50,000 or less annually at a cost-of-living increase of 0.4% percent. The motion prevailed, the vote being as follows:

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

Resuming the discussion of Item 2, Director Miller moved to divide the question, in order to to separate consideration of the Construction Fund from consideration of the School Operations and Extension Funds. The motion prevailed, the vote being as follows:

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

Director Falk moved to adopt the following resolution relative to the Operations and Extension Funds:

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$990,162,016 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2018 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is

required to advise the Common Council that \$41,447,614 will be required for the operation of the Milwaukee Parental Choice Program; and that \$206,732,194 will be required for the operations of the Milwaukee Public Schools and that a total of \$248,209,808 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 2018, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources;

and be it

FURTHER RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$24,810,155 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2018 Fiscal Year, and that \$20,000,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2018, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion prevailed, the vote being as follows:

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

Director Woodard moved to adopt the following resolution relative to the Construction Fund:

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$5,491,783 will be required for the 2018 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$3,904,580 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2018, said amount to be in addition to the money received from other miscellaneous sources.

The motion prevailed, the vote being as follows:

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

The Board adjourned at 10:46.

JACQUELINE M. MANN, Ph.D.
Board Clerk