

**PLEASE REVIEW PRIOR TO THE APRIL 19, 2018,  
BOARD MEETING.**

Minutes for Approval at the April 19, 2018, Meeting  
of the Milwaukee Board of School Directors

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**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
FEBRUARY 15, 2018**

The special meeting of the Board of School Directors was called to order by President Sain at 7:35 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
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 PM. on February 15, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1. Action on a Request to Waive Board Rule 1.02(1)(c) and to Reschedule the Board’s February 2018 Meeting of the Committee on Student Achievement and School Innovation
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

In regard to item 2, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Action on a Request to Waive Board Rule 1.02(1)(c) and to Reschedule the Board’s February 2018 Meeting of the Committee on Student Achievement and School Innovation**

**Background**

President Mark Sain is requesting that the February 2018 meeting of the Committee on Student Achievement and School Innovation (SASI) be rescheduled to February 20, 2018.

Board Rule 1.02, Regular Board Meetings, states, “No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections.”

The 2018 Spring Primary Election will be held on Tuesday, February 20, 2018.

Board Rule 1.14(3) requires a “recorded affirmative vote of two-thirds of the Board membership” to suspend Board rules.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Rule 1.02, Regular Board Meetings

**Fiscal Impact Statement**

No fiscal impact.

### **Implementation and Assessment Plan**

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Should the Board take action to waive Board Rule 1.02(1)(c) and to reschedule the Board's February 2018 meeting of the Committee on Student Achievement and School Innovation, the Board Clerk will update the Board's February calendar and properly notice the meeting.

### **Recommendation**

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

Director Miller moved to waive Board Rule 1.02(1)(c) and to hold the meeting of the Committee on Student Achievement and School Innovation (SASI) on February 22, 2018, prior to the regular monthly meeting of the Board. The motion passed, the vote being as follows:

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

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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**

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President Mark Sain is requesting that the Board retire to executive session in order to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

Pursuant to Wisconsin Statutes, Section 19.85(1)(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

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

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Goal 3, Effective and Efficient Operations

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

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BG 2.01, General Governance Commitment

#### **Recommendation**

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That the Board determine what action it wishes to take with regard to this matter.

Director Báez moved to retire into executive session pursuant to Wis. Stat., §19.85(1)(g). The motion passed, the vote being as follows:

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

The Board adjourned from Executive Session at 11:18 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN FEBRUARY 22, 2018

Regular meeting of the Board of School Directors was called to order by Vice President Miller at 6:42 PM.

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

Vice President Miller requested a moment of silence to commemorate the following individuals:

- Jada Wright, an 8<sup>th</sup>-grade student at Gaenslen Elementary who passed away on February 15, 2018;
- Corey D. Moore-Comer, a GEAR UP Advisor who passed away on February 9, 2018; and
- the 14 students and three staff of the Marjory Stoneman Douglas High School in Parkland, Florida, who were killed on February 14, 2018.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Robert Harris, Jr. (Posthumous)**

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

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

Robert Harris, Jr.

Robert Harris Jr., who died January 8, 2018 at the age of 90, was part of a pioneering generation of African-American educators in Milwaukee Public Schools during the tumultuous mid-20<sup>th</sup> century. In addition to teaching science, math, and history, he coached football at North Division High School. He also was the first African-American high-school basketball referee in Wisconsin.

Mr. Harris moved up through the academic ranks to principal and college professor, always mindful of what kids needed to succeed. He earned both his bachelor’s and master’s degrees at UWM, followed by a Ford Fellowship doctoral program at UW-Madison. He also taught at UWM as an assistant professor after working for MPS and maintained a lifelong relationship with his alma mater, including serving on the UWM Board of Visitors.

Mr. Harris served with the Boys & Girls Club of Greater Milwaukee for more than 35 years. The gymnasium at the Mary Ryan branch of the Boys & Girls Club in Sherman Park bears his name in honor of his tenacious fundraising to get the branch built.

Robert was board chair and director of the Milwaukee Police Athletic League, associate director of the Herb Kohl Milwaukee Youth Foundation, and supervisor of the MPS Recreation and Community Education Division, just to name a few other roles.

His many honors included the William C. Frye Award from the Greater Milwaukee Foundation, given for outstanding volunteer work for the betterment of the community, and the YMCA Men’s Club award for contributions to the community and Wisconsin’s youth.

One of his legacies that will continue to give back indefinitely is the African American Alumni Chapter Scholarship Award at UWM, which he started.

The Milwaukee Board of School Directors recognizes and honors Robert Harris, Jr., posthumously for his dedication, outstanding leadership, and commitment to excellence on behalf of the community and students of the Milwaukee Public Schools.

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**(Item 2) Winners of the 34<sup>th</sup> Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests**

This evening, several students will be reading a sampling of their award-winning Dr. Martin Luther King, Jr., (MLK) speeches.

This year's MLK contests have produced amazing entries from more students than the district has seen in many years. Selecting winners was extremely difficult this year due to the increase in the quantity and quality of submissions for the Art, Speech and Writing competitions. MPS is happy to recognize the following students for their outstanding work around this year's theme, "Take a Stand for Truth and Justice."

**Speech Winners**

- K-4: 2<sup>nd</sup> place ..... Josiah Franklin, Elm Creative Arts Elementary School
- 1<sup>st</sup> Grade, 1<sup>st</sup> place ..... Zadayne Miller, Milwaukee Parkside School of the Arts
- 2<sup>nd</sup> Grade, 3<sup>rd</sup> place..... Inezmari Chico, Curtin Leadership Academy
- 3<sup>rd</sup> Grade, 1<sup>st</sup> place ..... Amir Johnikin, Elm Creative Arts Elementary School  
3<sup>rd</sup> place..... Salma Lewis, Golda Meir Lower Campus
- 5<sup>th</sup> Grade: 1<sup>st</sup> place ..... Chloe Reader, Alcott School  
2<sup>nd</sup> place ..... Katelen Pickens, Emerson School
- 6 Grade: 3<sup>rd</sup> place..... Kaylie Deluna, Victory Elementary School
- 7 Grade: 2<sup>nd</sup> place ..... Terynn Erby-Walker, Golda Meir Lower Campus
- 8 Grade: 1<sup>st</sup> place ..... Amillia Bell, Golda Meir Upper Campus  
3<sup>rd</sup> place..... Demi Figueroa, Curtin Leadership Academy
- 10 Grade: 2<sup>nd</sup> place ..... Akili Pleas-Carnie, Rufus King IB High School  
3<sup>rd</sup> place..... Marvell Reed, Barack Obama SCTE
- 12 Grade: 2<sup>nd</sup> place ..... Daniel Montalvo, Reagan IB High School  
3<sup>rd</sup> place..... Biluge Ntabela, Milwaukee High School of the Arts

**Art Winners**

- 1<sup>st</sup> Grade: 2<sup>nd</sup> Place ..... Briana Davis, Burbank
- 2<sup>nd</sup> Grade: 1<sup>st</sup> Place ..... Joshua Rivera Mercado, Vieau  
3<sup>rd</sup> Place ..... Eduardo Villegas Sanchez, Vieau
- 4<sup>th</sup> Grade: 2<sup>nd</sup> Place ..... Leah Serdynski, Spanish Immersion  
3<sup>rd</sup> Place ..... Analia Roman, Spanish Immersion
- 5<sup>th</sup> Grade: 1<sup>st</sup> Place ..... Salina Tagliavia, Alcott
- 7<sup>th</sup> Grade: 3<sup>rd</sup> Place ..... April Barillas, Golda Meir
- 8<sup>th</sup> Grade: 1<sup>st</sup> Place ..... Ruttana Chanhara, Milw School of Languages  
2<sup>nd</sup> Place ..... Yoana Perez Morales, Lincoln Center of the Arts
- 9<sup>th</sup> Grade: 2<sup>nd</sup> Place ..... Kylie Bowen, Milw School of Languages
- 12<sup>th</sup> Grade: 3<sup>rd</sup> Place ..... Grace Newton, Reagan

**Writing Winners**

**Grades K–1 Group Project Winner**

Burbank, Grade 1 ..... Nevaeh Ashford, Noah Brito, Aviana Brown, Raeyah Byas, Davis Chanthavona, Briana Davis, Eli Haase, Ashadeeyah Khidhr, Sariah Perkins, Jason Renfro, Zuri Renova, Cooper Stricklen, Blake Vang, Jayden Xiong

3<sup>rd</sup> Grade: 1<sup>st</sup> Place..... Miriam Webb, Golda Meir  
2<sup>nd</sup> Place..... Nikyonna McDaniels, Emerson  
3<sup>rd</sup> Place ..... Sophia Wood, Trowbridge

4<sup>th</sup> Grade: 1<sup>st</sup> Place..... Nicolas Holtzman, Milwaukee German Immersion  
2<sup>nd</sup> Place..... Nancy Thao, Bruce Elementary

5<sup>th</sup> Grade: 3<sup>rd</sup> Place ..... Lalaya Clay, Elm Creative Arts

6<sup>th</sup> Grade: 1<sup>st</sup> Place..... Tatiyana Dockery, Keefe  
2<sup>nd</sup> Place..... Golden Brown, Golda Meir  
3<sup>rd</sup> Place ..... Nakiyah Gooden-Alexander, Keefe

8<sup>th</sup> Grade: 2<sup>nd</sup> Place..... Daisy Kiekhofer, Golda Mei  
3<sup>rd</sup> Place ..... Vaughn Smith, Golda Meir

9<sup>th</sup> Grade: 1<sup>st</sup> Place..... Christian Delfose, Rufus King HS

10<sup>th</sup> Grade: 2<sup>nd</sup> Place..... Christian Kind, Milwaukee High School of the Arts  
3<sup>rd</sup> Place ..... Eleajah Thompson, Milwaukee High School of the Arts

11<sup>th</sup> Grade: 2<sup>nd</sup> Place..... Lauren O’Hear, Ronald Reagan HS

12<sup>th</sup> Grade: 3<sup>rd</sup> Place ..... Tien Vo, Ronald Reagan HS

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Before moving on to the next item, Vice President Miller commended the Board Clerk/Director of the Office of Board Governance, Dr. Jacqueline Mann, who the next evening would be recognized at the 33<sup>rd</sup> annual Black Excellence Awards. These awards recognize ground-breaking African-Americans from across the area who are serving communities, inspiring peers, and transforming lives.

Dr. Mann, who is being honored in the Education category, is being recognized for:

- inspiring students, families, and staff alike throughout her more than two decades of service to the Milwaukee Public Schools;
- transforming the lives of thousands of young people as a nationally recognized expert in Restorative Justice and peer juries; and
- breaking ground through not only through innovation and excellence but also serving as the first African-American Board Clerk/Directo, Office of Board Governance, in Milwaukee Public Schools.

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**APPROVAL OF MINUTES**

The minutes of the special and regular board meetings of January 2018 were approved as printed.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

### (Item 1) Superintendent of Schools' Monthly Report

#### **Background**

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

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

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##### *UPAF Visions Campaign*

The United Performing Arts Fund (UPAF) Visions Campaign, which was launched on February 9, 2018, runs through March 9, 2018. Twelve organizations benefit from the UPAF Visions funding, including our very own Milwaukee Public Schools Foundation. Please consider making a donation to this year's campaign.

##### *Equity Education Empowerment (EEE) Speaker Series*

Milwaukee Public Schools hosted the second installment of the Equity Education Empowerment (EEE) Speaker Series on February 15 at Rufus King Middle School. Nationally recognized speaker Dr. Emery Petchauer gave a talk entitled "Remixing School for All Students." The event was well-attended and provided excellent information consistent with the District's equity policy. We look forward to the next EEE event.

##### *Seal of Biliteracy*

In early February, the Wisconsin Department of Public Instruction notified us that the District's application for the Wisconsin Seal of Biliteracy was approved! Our application was cited as inspirational in honoring and recognizing the diversity of Milwaukee's students and the school programs available to them. This means that MPS may now acknowledge graduating seniors who have met the criteria identified by the District to be granted the Wisconsin Seal of Biliteracy. The Wisconsin Department of Public Instruction offered commendations to the District for its commitment to creating pathways for multilingual students to demonstrate their knowledge.

##### *MPS Kindergarten Enrollment Fair*

The MPS Kindergarten Enrollment Fair was held at Milwaukee High School of the Arts. It was a huge success, as Milwaukee High School of the Arts was packed with an estimated 1,100 individuals on hand to learn more about the great educational programs that MPS schools offer.

##### *Budget Carousels*

The majority of my time this month was dedicated to conducting budget carousels and meeting with individual school leaders and their teams to review their budgets. Although they are time-consuming, the budget carousels are extremely helpful in ensuring the proper allocation of our resources. Once again, this year's school budget carousels provided an excellent opportunity for me to hear directly from school leaders and their staffs about budget priorities and ideas to leverage funding to best support our students. The themes that emerged from this year include the continued need to think creatively and to identify ways to celebrate our students' successes and the important role our partners play.



### *Long-Range Facilities Master Plan (LRFMP)*

Both the first and second round of eight large-scale community meetings, along with a districtwide survey regarding MPS facilities, have now been completed. These community meetings and the survey were used to inform efforts by our LRFMP consultant group, MGT, around developing recommendations regarding utilization of district buildings based on community feedback. A final report will be shared in spring.

### *Community Conversations*

I am very excited to share that our Community Conversations model has been launched, and we've already held two events! Community Conversations are designed to create opportunities to speak with families and community members in places that they regularly frequent, such as coffee shops, theaters, libraries, and community centers. Please consider attending one of the upcoming Community Conversations.

### *AED Fundraiser/AED Get the Beat Day*

Milwaukee Public Schools has had a great deal of community support around our AED (automated external defibrillator) program. Thanks to so many individuals within MPS and our external partners such as Children's Hospital, we have been able to equip all of our schools and centralized buildings with AED units.

It is time to start planning ahead, as some of our AED units will need to be replaced in the near future. The district is partnering with Applebee's for a fundraiser to contribute to purchasing new AED units for MPS. The fundraiser will take place on February 25, 2018, from 11:00 a.m. until midnight at the Wauwatosa, Glendale, and Bayview Applebee's.

On February 14, 2018, (Valentine's Day), schools throughout the district participated in "Get the Beat Day." The purpose of this day is to encourage schools to test their responses to cardiac emergencies by running AED drills.

### *Mitten Tree Enjoys Bumper Crop!*

More than 3,000 mittens, gloves, caps, and scarves were collected during the MPS Mitten Tree drive this winter, allowing thousands of students to keep warm. Thanks to these generous donations, our students are able to travel to and from school safely and to enjoy recess and outdoor time on playgrounds across the city. On behalf of our students, the Department of Business, Community & Family Partnerships wishes to thank everyone for so many warm items, including many beautiful handmade pieces! Our children are enjoying their new winter gear.

Special thanks go our community partners who supported this endeavor:

TCF Bank	Harley-Davidson
GE Healthcare	JPMorgan Chase
BMHarris Bradley Center	Wisconsin Women's Business Initiative (WWBIC)

### *MPS students Get Creative with H2O Music*

Students at Hi-Mount Community School, Howard Avenue Montessori, and Wedgewood Park International School learned how to design, write, stage, film, and edit a music video thanks to the H2O Milwaukee Music Peace Propaganda Project. Their YouTube videos were created right in their own schools with help from the H2O team.

Students selected the messages for their videos with the goal of making a positive impact by addressing topics that include bullying, staying in school, diversity, and life choices. The video *Diversity* by Wedgewood Park students has received more than 3,400 views.

### *BUCKSFit Rallies Milwaukee Youth to Get Healthy*

Last year, nearly 400 students at Westside Academy improved their eating and activity habits through BUCKSFit month. This year, nearly 1,200 students will experience Bango's Bootcamp to set them on a path toward a healthy lifestyle. The Milwaukee Bucks, led by mascot Bango, launched BUCKSFit month at Longfellow School.

Bango's Bootcamp had students cheering as Bango, the Bucks Rim Rockers, and in-game hosts Mel and Joe challenged students to a number of races and contests in the Longfellow gym. Students also learned

about healthful food choices and were encouraged to involve their families in the fitness challenge. Rogers Street Academy, Barack Obama School of Career and Technical Education, and Westside Academy will also host Bango's Bootcamp this month.

Froedtert & the Medical College of Wisconsin health network is a key partner in this health initiative designed to make Milwaukee residents healthier.

### **Meetings from late January through mid-February**

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(1) I gave remarks at the 34<sup>th</sup> Annual Dr. Martin Luther King, Jr., City-wide Celebration at the Marcus Center for the Performing Arts, where students delivered their award-winning speeches, and all winners of the art, writing and speech contests were recognized. This year's theme was "Take a Stand for Truth and Justice."

(2) I attended the 21<sup>st</sup> Annual Dr. Martin Luther King, Jr., Celebration Breakfast, which honored the life and legacy of Dr. King, and participated in the recognition of other local community members and organizations that are dedicated to serving others.

(3) I welcomed and gave brief remarks to leaders from the Milwaukee Bucks and chef mentors from Levy Restaurants as they visited our culinary program at Washington High School. Students in the culinary program have the opportunity to attend labs in their class kitchen, where they get hands-on experience working with chef mentors from the Milwaukee business community, who are really making a difference in this program for our students. Seeing our students in action as they learn from industry leaders makes me MPS proud!

(4) I attended the meeting of the Executive Committee of the Council of the Great City Schools in Orlando, Florida.

(5) The Superintendent's Student Advisory Council monthly meeting was held. The topic was "Making Informed Decisions." The students learned how decisions can have multiple outcomes and how to use decision-making skills when delegating tasks. They worked in groups to create action plans and ultimately understood how their projects impact upon and support others.

(6) I convened the kick-off District Immigration Advisory Group meeting at Milwaukee Academy of Chinese Languages.

### **Awards/Recognitions**

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#### *Danceworks Mad Hot Tap Competition*

On January 25, fourth- and fifth-graders from 46 Milwaukee schools put their best feet forward at the BMO Harris Bradley Center, dazzling their family and friends with funk, Latin, and swing styles that they learned through the Danceworks Mad Hot Ballroom and Tap Program.

Danceworks has delivered high-quality ballroom and tap dance programs to MPS students for more than 11 years. Through the Mad Hot program, hundreds of children gain access to formal dance training — most of them have never been in a dance class before. Students develop confidence and showmanship while also experiencing the value of practice and hard work. Students take a one-hour class twice weekly during the fall semester (at no cost, thanks to generous funders) and they learn routines for each style of tap dance in preparation for the competition.

The Mad Hot Tap program is known to motivate students to excel in their schoolwork and help drive up attendance. Joyful arts experiences inspire students' creativity, promote a love of learning, and encourage discipline that will serve them well in the classroom and throughout their lives.

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### **(Item 2) Report with Possible Action on Tuition Assistance for Paraprofessionals Seeking Teacher Licensure**

#### **Background**

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

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

**Eligibility Requirements:**

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

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

- Repayment for leaving after becoming a certified teacher:
  - 100%, if leaving prior to completion of one year of employment
  - 50%, if leaving prior to completion of two years of employment
  - 25%, if leaving prior to completion of three years of employment
- Participants must repay 100% of the funds if they decide not to pursue certification

**Application Process:**

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

**Other:**

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

At its meeting on January 25, 2018, the Milwaukee Board of School Directors took action to consider this item at its February 2018 meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.01, General Personnel Policies

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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**

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The state's legislative session is nearing its end, and before its adjournment, a large number of bills have been brought forward for hearings. A piece of legislation that was originally moved forward as part of the budget before having been vetoed by the Governor has been revived after additional negotiation. The legislation will increase the revenue limit for "low-revenue limit districts" and provide additional sparsity aid for more rural districts as well. Fairness in the revenue limits continues to be an area of focus, and the topic received significant attention during the second meeting of the state's Blue Ribbon Task Force on K-12 Education Funding.

At the federal level, a two-year budget deal was agreed to on February 9, 2018. The agreement provides for higher overall totals that may impact the 2018-19 and 2019-20 school years; however, specifics about funding levels for individual programs have yet to be determined. It is important to note that, while some funding levels have been increased, the lack of specificity on this point, combined with the fact that funds are dispersed through formulas that are impacted upon by factors such as population and relative rates of poverty, means that expectations around top-line funding increases will not necessarily translate to large increases at the local level. Congressional appropriators have until March 23 to finalize the FY18 spending bill.

**Strategic Plan Compatibility Statement**

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

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

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

**Background**

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*Current Project Updates*

Legislative Agenda Update

The OAE continues to work with the Office of Board Governance's Legislative Policy Manager to analyze state-wide data in regard to the Board's 2017-2018 Legislative Agenda. The OAE is working with the Legislative Policy Manager to create maps and visual aids to highlight the disparity in base per-pupil funding across the state. The team's next step will be to turn these visual aids into an interactive map utilizing current district technology.

### Business Intelligence Dashboards Update

The OAE continues to work with various offices and departments to develop and maintain individualized dashboards for expedited reporting and monitoring. Currently, the team is working with the Department of Recreation and Community Service to develop a dashboard to analyze trend participation data. Utilizing demographic data, geographic information system (GIS), and participation counts, the dashboard helps highlight program attendance, use across location, and populations served. As a possible next step, the team may conduct an expenditure analysis of all locations and programs to assist with future budget and programming needs.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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

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

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

Director Bonds moved to accept the reports of the Independent Hearing Officers of January 23, 2018, and February 8 and 13, 2018.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.  
Noes — 0.

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## **REPORTS OF STANDING COMMITTEES**

As the report of the Committee on Student Achievement and School Innovation was formulated from a meeting held less than 24 hours prior to the Board's regular monthly meeting, Director Bonds moved to suspend Board Rule 1.08(2)(b) in order to consider the report of the Committee on Student Achievement and School Innovation with less than 24-hour's notice.

The motion to consider the report prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.  
Noes — 0.

Separate consideration was requested of the following items:

- Item 2 of the report of the Committee on Accountability, Finance, and Personnel, *Action on Recommended Administrative Appointments, Promotions, Salary Increases/Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days*, was set aside at the request of both Director Falk and the Administration.

- Item 1 of the report of the Committee on Legislation, Rules and Policies, *Action on a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions*, was set aside at the request of Director Falk.

Director Bonds asked to be recorded as a “no” vote for Items 2, 4, 5, and 7 of the Report of the Committee on Accountability, Finance, and Personnel.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.  
Noes — 0.

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

**Classified Personnel Transactions**

Ethnic Code	Name	Position and Salary	Date
		<u>New Hires</u>	
5	Ryan Landry	Auto Mechanic \$55,127.00	12/27/2017
2	Alexis Crowley	Building Service Helper I \$12.18 per hour	12/18/2017
2	Crystal Gladney	Building Service Helper I \$12.18 per hour	01/08/2018
2	Willie Goldsmith	Building Service Helper I \$12.18 per hour	01/08/2018
2	Davell Washington	Building Service Helper I \$12.18 per hour	12/18/2017
2	James White	Building Service Helper I \$12.18 per hour	12/18/2017
2	Alexis Crowley	Building Service Helper I \$12.18 per hour	12/18/2017
2	Anthony Davis	Boiler Attendant Trainee \$32,995.98	01/08/2018
2	Alexander Harrison	Boiler Attendant Trainee \$32,995.98	01/08/2018
5	Jessica Park	Boiler Attendant Trainee \$32,995.98	01/08/2018
2	Cheyenne Williams	Boiler Attendant Trainee \$32,995.98	01/08/2018
2	Toriano Ducksworth	Central Kitchen Delivery Driver \$20.01 per hour	01/11/2018

Ethnic Code	Name	Position and Salary	Date
4	Alejandro Barba	Electrician Apprentice \$10.00 per hour	12/27/2017
2	Chiquitia Edwards	Food Service Assistant \$11.91 per hour	01/04/2018
2	Vanessa French	Food Service Assistant \$11.91 per hour	01/04/2018
2	Naqueisha Hill	Food Service Assistant \$11.91 per hour	01/04/2018
2	Jahlon King	Food Service Assistant \$11.91 per hour	01/04/2018
5	Kathleen Krieser	Food Service Assistant \$11.91 per hour	01/04/2018
2	Kierra Long	Food Service Assistant \$11.91 per hour	01/04/2018
2	Latisha Mitchell	Food Service Assistant \$11.91 per hour	01/04/2018
2	Laquita Moody Howled	Food Service Assistant \$11.91 per hour	01/04/2018
2	Polly Moore	Food Service Assistant \$11.91 per hour	01/04/2018
2	Denise Polk	Food Service Assistant \$11.91 per hour	01/04/2018
2	Jasmine Potts	Food Service Assistant \$11.91 per hour	01/04/2018
5	Jeanette Rapczyk	Food Service Assistant \$11.91 per hour	01/04/2018
2	DaVida Brown	Para Ed Assistant \$18,315.98	01/16/2018
2	Angela Cureton	Para Ed Assistant \$18,315.98	01/05/2018
2	Jowana Epps	Para Ed Assistant \$18,315.98	01/16/2018
4	Karen Forte	Para Ed Assistant \$18,793.50	01/03/2018
2	Cynthia Godinez	Para Ed Assistant \$21,794.85	01/09/2018
5	LaDela Greer	Para Ed Assistant \$18,315.98	01/03/2018
2	Anitria Hickman	Para Ed Assistant \$20,757.00	01/03/2018
2	Rachel Johnson	Para Ed Assistant \$18,315.98	01/03/2018
5	Lisa Lenyard	Para Ed Assistant \$20,139.90	01/08/2018
4	Joseph Medina	Para Ed Assistant \$18,315.98	01/03/2018
2	Crystal Purifoy	Para Ed Assistant \$18,315.98	01/16/2018
4	John Ramirez	Para Ed Assistant \$18,315.98	12/18/2017
4	Johanna Rosado	Para Ed Assistant \$18,315.98	01/03/2018
4	Lucia Segovia Van Berkel	Para Ed Assistant \$18,315.98	01/17/2018
4	Regina Stieber	Para Ed Assistant \$18,315.98	01/03/2018
2	Addo Williams	Para Ed Assistant \$18,315.98	01/08/2018
5	Jennifer Wuest	Para Ed Assistant \$18,315.98	12/18/2017

Ethnic Code	Name	Position and Salary	Date
2	Landra Brown	School Nursing Associate \$27,300.00	01/08/2018
2	Roxanne Horton	School Nursing Associate \$38,076.00	01/08/2018
2	Carletta Bass	School Safety Assistant \$22,729.00	01/08/2018
2	Sharetta Evins	School Safety Assistant \$22,729.00	01/19/2018
2	Charrise Johnson	School Safety Assistant \$22,729.00	01/08/2018
2	Laquisha McNeil	School Safety Assistant \$22,729.00	01/19/2018
2	Jarrett Pryor	School Safety Assistant \$22,729.00	01/08/2018
2	Donavan Smith	School Safety Assistant \$22,729.00	01/19/2018
2	Ebony Jennings	School Secretary I — 11-month \$25,657.29	01/08/2018
5	Laura Litwin	School Secretary I — 12-month \$37,789.91	12/21/2017
4	Yara Rosario	School Secretary I — 12-month \$28,544.80	01/08/2018
5	Harold Freer	School Kitchen Manager Trainee \$12.51 per hour	12/18/2017
4	Ambar Gonzalez	School Kitchen Manager Trainee \$12.51 per hour	12/18/2017
2	Chandra Wallace	School Kitchen Manager Trainee \$12.51 per hour	12/18/2017
5	Jeffrey Pistiner	Sheet Metal Worker \$39.62 per hour	12/27/2017
5	Samuel Rondorf	Steamfitter Apprentice \$10.00 per hour	12/27/2017
<u>Promotions</u>			
2	Kierra Evans	Boiler Attendant Trainee \$32,995.98	12/18/2017
2	Ruby Hall	Boiler Attendant Trainee \$32,995.98	12/18/2017
2	Brandy Howard	Boiler Attendant Trainee \$32,995.98	12/18/2017
2	Armond Smith	Boiler Attendant Trainee \$34,206.90	12/18/2017
2	Andre Williams	Boiler Attendant Trainee \$32,995.98	12/18/2017
2	Randy Patterson	Boiler Attendant \$36,473.32	12/18/2017
2	Naomi Jones	Para Ed Assistant \$18,315.98	01/04/2018
1	Linda Langen	Para Ed Assistant \$18,315.98	01/08/2018
2	Antoinette Wade	Para Ed Assistant \$18,315.98	01/03/2018
2	Tiffany Henderson	School Safety Assistant \$26,963.00	01/19/2018
4	Hugo Moody	School Safety Assistant \$22,729.00	01/08/2018
2	Marc Lindsey	School Engineer II \$45,294.60	12/18/2017
2	Lillie Lewis	School Engineer III \$57,759.26	12/18/2017



Ethnic Code	Name	Position and Salary	Date
5	Stacy Vanhoff	School Kitchen Manager I \$22,168.22	01/17/2018
5	Delores Sommers	School Kitchen Manager III \$27,036.11 <u>Rehired</u>	12/18/2017
2	Alegnon Kendrick	Boiler Attendant Trainee \$32,995.98	01/08/2018
2	David Scarbrough	Food Service Assistant \$11.91 per hour	01/04/2018
5	Michael Turner	Para Ed Assistant \$21,968.76	01/16/2018
2	Jessica Leggions	School Safety Assistant \$22,729.00	01/08/2018
2	Antriawna Robinson	School Safety Assistant \$22,729.00	01/19/2018
2	Trameika Sanders	School Safety Assistant \$22,729.00	01/08/2018

### **Certificated Leaves of Absences**

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, December 2017		
Margaret Leisten	Out of Assignment	12/18/2017
Ersol Henry	Central Services Building	12/15/2017
Personal Leave, January 2018		
Morgan Douvris	Cass Street	01/04/2018
Germaine Johnson	Auer Ave	01/03/2018
Lakeisha Freeman	Central Services Building	01/17/2018
Personal Leave, February 2018		
Silvia Serna	Greenfield	02/19/2018
Personal Leave, April 2018		
Natascha Nill	Milw. School of Languages	04/02/2018
Illness Leave, November 2017		
Jill Danielewski	Out of Assignment	11/20/2017
Illness Leave, January 2018		
Daniel Soiney	Lincoln Center	01/03/2018
Amy Reid	Milw. School of Languages	01/26/2018
Lisa Schultz	Stuart	01/22/2018

### **Action on Certificated Appointments: Teachers**

Code	Name	Category	Salary	Effective Date
6,r	Aguilar Monroy, Maricela	B	\$41,476.56	1/3/2018
	English as a Second Language			
5,nr	Brown, Mercedes	B	\$41,476.56	12/7/2017
	Reg (5 YR) Kindergarten			
4,r	Diaz Colome, Joanne	B	\$41,476.56	1/3/2018
	Gen Elem & K8 — All Grades			
5,nr	Dick, Lisa	C	\$46,000.00	1/22/2018
	Special Ed Multicategorical			
2,r	Evans Green, Kimberly	B	\$41,476.56	1/3/2018
	Multicategorical Comp Sen			
4,nr	Gonzalez, Miguel	B	\$51,531.00	12/20/2017
	Early Childhood Special Ed			
2,r	Haddeman, Betsabe	B	\$41,476.56	1/19/2018
	Special Ed Multicategorical			

Code	Name	Category	Salary	Effective Date
5,nr	Hamby, Peggy Speech Pathology	B	\$62,746.00	1/8/2018
5,r	Hill, Erin Special Ed Multicategorical	B	\$41,476.56	1/19/2018
5,r	Knox, Nicole Gen Elem & K8 — All Grades	B	\$41,476.56	1/19/2018
4,r	Lopez, Reinaldo Foreign Language	B	\$41,476.56	1/3/2018
4,nr	Silva, Lisette Early Childhood Special Ed	B	\$41,476.56	1/19/2018
4,nr	Vallejos, Moises Bilingual Education	B	\$47,114.15	1/22/2018
4,r	Villa, Hilario Bilingual Education	B	\$41,476.56	1/3/2018
5,nr	Wagner, Patrick Title I Schoolwide	B	\$41,476.56	1/8/2018
5,r	Wysk, Amanda Gen Elem & K8 — All Grades	B	\$41,476.56	1/19/2018

**Action on Certificated Appointments:  
Teachers — IB Calendar**

Code	Name	Category	Salary	Effective Date
2,r	Adams, Donita Multicategorical Comp Sen	B	\$41,476.56	1/22/2018
4,r	Iglesias, Shakira English as a Second Language	B	\$50,335.00	1/3/2018
5,r	Meisinger, Claire Science	B	\$44,476.56	1/3/2018
5,r	Nowakowski, Carson Special Ed Multicategorical	B	\$41,476.56	1/16/2018
2,r	Pickett, Elijah Special Ed Multicategorical	B	\$41,476.56	12/22/2017
2,nr	Valentine, Dorothy Special Ed Multicategorical	B	\$41,476.56	1/19/2018

**Codes and Counts**

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
  - (1) Native American ..... 0
  - (2) African American..... 5
  - (3) Asian/Oriental/Pacific Islander ..... 0
  - (4) Hispanic ..... 7
  - (5) White..... 9
  - (6) Other ..... 0
  - (7) Two or More Ethnic Codes ..... 1
- Males..... 6
- Females ..... 16

**Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
<i>Certificated Resignations</i>						
Retire	30.0	2	Stanley Baity	Teacher	South Division	01/19/2018
Retire	27.6	5	Terry Becker	Teacher	Hawley	06/12/2018
Retire	32.0	5	Susan Boushon	Teacher	AAL	06/12/2018
Retire	30.0	5	Clare Boyle	Teacher	MacDowell	05/22/2018
Retire	27.3	2	Sharlane Brown	Teacher	Roosevelt	12/18/2017
Retire	35.7	4	Leila Cassini	Teacher	Victory	06/12/2018
Personal	0.3	5	Courtney Chihuahua	Teacher	Morse MS	12/15/2017
Other Work	2.4	5	Mark Cohen	Teacher	Grantosa	01/02/2018
Retire	28.0	5	Linda De Arteaga	Teacher	Bay View	05/31/2018
Personal	0.1	5	David Dison	Teacher	HS of the Arts	12/18/2017
Retire	37.0	4	Anna Espinoza	Teacher	Morgandale	06/12/2018
Retire	31.0	5	Robin Grindrod	Teacher	Spanish Imm	06/12/2018
Other Work	10.9	5	Angie Henegar	Teacher	Marshall HS	12/22/2017
Retire	21.5	5	Joanne Hepp	Teacher	Hamilton	06/29/2018
Personal	0.4	2	Anjelica Johnson	Teacher	Hartford	12/18/2017
Retire	40.0	5	Valerie Kath	Teacher	Browning	06/12/2018
Retire	26.6	2	Sheila Kimbrough	Teacher	Central Svcs	05/22/2018
Retire	30.0	5	Barbara Klar	Teacher	Humboldt Park	06/15/2018
Retire	25.8	5	Thomas Klawien	Teacher	Burbank	06/12/2018
Retire	32.0	2	Dana Kleckley	Teacher	Parkview	06/12/2018
Personal	0.1	5	Joseph Knopp	Teacher	South Division	01/10/2018
Retire	31.0	5	Carla Langhus	Teacher	Ferwood	06/12/2018
Retire	20.4	5	Laura Larson	Phy Ther	Central Svcs	05/22/2018
Personal	16.3	5	David Leszczynski	Teacher	Forest Home	01/19/2018
Personal	9.1	2	Shana Lucas	Teacher	Alliance	01/05/2018
Retire	4.0	5	Catherine Machi	Teacher	Audubon	01/09/2018
Retire	32.0	5	Michael MacLaughlin	Teacher	Sherman	06/12/2018
Retire	33.5	5	Joan Marchillo	Teacher	Auer Ave	06/12/2018
Personal	0.4	4	Jhonatan Martinez Balderas	Teacher	Mitchell	01/05/2018
Personal	3.0	4	Robert Melian	Teacher	Keefe	12/22/2017
Retire	32.5	5	Laurie Morris	Teacher	Clemens	06/12/2018
Retire	33.2	5	Karen Nastulski	Teacher	Lincoln MS	05/22/2018
Retire	31.0	5	Nancy Obenberger	Teacher	Clement Ave	06/12/2018
Retire	20.3	5	Jill O'Connell	Teacher	MacDowell	05/22/2018
Retire	23.0	6	Mary Ellen Owens	Teacher	Fairview	06/12/2018
Personal	0.4	3	Charles Phil	Teacher	Greenfield	12/13/2017
Retire	27.0	5	Jane Prahlow	Teacher	Parkview	06/12/2018
Retire	27.0	5	Matthew Prahlow	Teacher	Jackson	06/12/2018
Retire	26.0	2	Claudette Quinn	Teacher	Story	06/12/2018
Retire	31.0	5	Judith Reifenberg	Teacher	Mitchell	06/12/2018
Retire	26.0	5	Julie Rose	Teacher	Riverside	05/22/2018
Retire	28.0	5	Kimberly Segrin	Teacher	Jackson	06/12/2018
Other Work	8.5	5	Lindsay Shoemaker	Nurse	Central Svcs	06/15/2018
Personal	22.7	2	LaMonte Smith	Soc Worker	Carson Academy	06/15/2018
Retire	33.6	5	Stuart Stardy	Teacher	Alcott	06/12/2018
Personal	25.9	5	Christopher Taylor	Teacher	Central Svcs	12/18/2017
Retire	24.8	5	Kathleen Trochlell	OT	Central Svcs	06/12/2018
Retire	32.0	5	Sharon Trost	Teacher	81st Street	06/12/2018
Personal	2.5	5	Jessica Vertal	Teacher	Keefe	01/02/2018
Retire	28.4	5	Elizabeth Vogel	Teacher	Whittier	06/12/2018
Retire	32.0	5	Marilyn Wagner	Teacher	Emerson	06/12/2018
Other Work	1.9	5	Justin Weinfurter	Teacher	Hawthorne	01/05/2018
Retire	32.8	5	Rita Wessels	Teacher	German Imm	06/30/2018
Retire	41.0	5	Judith Wiesneski	Teacher	Neeskara	06/12/2018
Personal	3.5	1	Dianne Williams	Teacher	WCLL	02/09/2018
Retire	29.7	5	Amy Wroblewski	Lib Med Spe	Hamilton	06/08/2018

<b>Reason</b>	<b>Yrs Svc</b>	<b>Ethnic Code</b>	<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Retire	26.0	3	Cheu Xiong	Teacher	AAL	06/12/2018
Retire	31.0	5	Gary Zachow	Teacher	Riverside	05/22/2018
<i>Classified Retirements</i>						
Retire	23.4	5	Judith Benz	Accountant	Central Svcs	01/06/2018
Retire	26.5	4	Lauro Espino	Engineer II	Allen Field	01/18/2018
Retire	32.8	2	Gordon Harris	Env Insp	Central Svcs	01/01/2018
Retire	24.9	5	Debra Hermann	CHA	Audubon	12/30/2017
Retire	14.2	2	Corlas King	CHA	Sherman	01/09/2018
Retire	30.8	4	Sophia Ramirez	Para	Longfellow	12/23/2017
Retire	19.2	2	Mariena Rice	Para	53rd Street	12/23/2017
Retire	27.2	4	Zoraida White	Gen Ed Asst	Forest Home	01/01/2018

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

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

**Recommended Appointments**

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

<b>Code</b>	<b>Name</b>	<b>Position</b>	<b>Salary</b>
(5)(r)	Harold Orkowski	Principal II, Eighty-First Street Office of the Chief of School Administration	Schedule 03, Range 13T \$106,511
(5)(nr)	Ronald Strzok	Payroll Supervisor II Office of the Chief of Finance	Schedule 03, Range 10A \$102,267
(4)(r)	Joandy Williams	Manager II — Early Childhood Learning Office of the Chief of Academics	Schedule 03, Range 12A \$97,534
(2)(r)	Garry Lawson	Principal II, Clemens Office of the Chief of School Administration	Schedule 03, Range 13T \$92,072
(2)(r)	Shonda Morgan	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$67,855
(2)(r)	Maricha Harris	Special Assistant to the Superintendent Office of the Superintendent	Schedule 03, Range 07A \$61,143
(2)(r)	Patricia Ellis	Arts Program Support Coordinator II Office of the Chief of Academics	Schedule 03, Range 07C \$52,604
(2)(nr)	Sharita Turner	Accounting Assistant III Office of the Chief of Finance	Schedule 03, Range 05A \$51,825
(2)(nr)	Rashad Crawford	Recreation Associate II Office of the Chief of Operations	Schedule 03, Range 04A \$48,161

**Recommended Salary Increases/Decreases**

Your Committee recommends that the following individual be appointed to the classification indicated:

<b>Code</b>	<b>Name</b>	<b>Position</b>	<b>Salary</b>
(2)(nr)	Lakita Wells	Administrative Assistant III Office of the Chief of Staff	Schedule 03, Range 03A Current \$47,950 New \$50,000

### Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b):

<b>Code</b>	<b>Name</b>	<b>Position</b>	<b>Salary and Dates</b>
(5)(r)	Dare Boling	InSPIRE Grant Manager Office of the Chief of Academics	\$50.00 1/3/18 to 6/22/18
(5)(r)	Randie Clark	School Psychologist Office of the Chief of Academics	\$50.00 1/3/18 to 6/15/18
(2)(nr)	Kimberly Hopkins	School Psychologist Office of the Chief of Academics	\$50.00 1/22/18 to 6/15/18
(5)(r)	Jennifer Maederer	School Psychologist Office of the Chief of Academics	\$50.00 1/3/18 to 6/15/18
(5)(r)	Randall Welniak	School Psychologist Office of the Chief of Academics	\$50.00 1/3/18 to 6/15/18
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach Office of the Chief of Innovation and Information	\$40.00 1/16/18 to 7/31/18
(5)(r)	Susan Apps	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach Office of the Chief of Innovation and Information	\$40.00 1/1/18 to 7/31/18
(5)(nr)	Doreen Britton Lange	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Barbara Hart	Building Coordinator Responsibilities for the Evaluation Team Office of the Chief of Academics	\$40.00 1/3/18 to 6/15/18
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Colleen Haubner	Building Coordinator Responsibilities for the Evaluation Team Office of the Chief of Academics	\$40.00 1/3/18 to 6/15/18
(2)(nr)	April Knox	Strategic Planning/Coach Office of the Chief of Innovation and Information	\$40.00 12/20/17 to 6/20/18
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach Office of the Chief of Innovation and Information	\$40.00 1/16/18 to 7/31/18
(5)(nr)	Catherine LaFond	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach Office of the Chief of Innovation and Information	\$40.00 1/16/18 to 7/31/18
(5)(r)	Barbara Luepke	Educator Effectiveness Implementation Coach Office of the Chief of Innovation and Information	\$40.00 1/16/18 to 7/31/18
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Virginia McFadden	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(nr)	Nancy McLure	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(nr)	Chris Millay	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Ellen Miller	School Nurse Office of the Chief of Academics	\$40.00 1/03/18 to 6/15/18
(5)(r)	Debra Ortiz	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(2)(r)	Winifred Tidmore	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18

<b>Code</b>	<b>Name</b>	<b>Position</b>	<b>Salary and Dates</b>
(1)(nr)	Linda Wandtke	Administrator Coaching & Mentoring Program Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(2)(r)	Bettye Washington	Principal Assessment Center Office of the Chief of School Administration	\$40.00 1/1/18 to 6/30/18
(5)(r)	Judith Benz	Accountant III Office of the Chief of Operations	\$36.11 1/8/18 to 3/5/18
(5)(r)	Barbara Anderson	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(5)(r)	Doris Bisek	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(5)(r)	David Caruso	Induction Specialist Office of the Chief of Innovation and information	\$30.00 1/30/18 to 6/08/18
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach Office of the Chief of Academics	\$30.00 12/31/17 to 6/30/18
(2)(r)	Rozalia Harris	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(2)(r)	Janie Hatton	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(2)(r)	Justine Hutchins	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(2)(nr)	Delores Jones	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(4)(r)	Sylvia Leal	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(5)(r)	Therese Meurer	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(5)(nr)	Cathy Quandt	Psychometric Assistant Office of the Chief of Academics	\$30.00 1/3/18 to 6/15/18
(5)(nr)	Barbara Sonnenberg	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(2)(r)	Ouida Williams	Induction Specialist Office of the Chief of Innovation and Information	\$30.00 1/30/18 to 6/08/18
(5)(r)	Erin Dentice	Agriculture Program Coordinator Office of the Chief of School Administration	\$28.25 12/31/17 to 3/1/18
(5)(r)	Sarah Shinkle	Kindergarten Immersion Support Office of the Chief of School Administration	\$25.00 1/3/18 to 6/30/18
(5)(nr)	William Brownlow	Wisconsin Improvement Program (WIP) Intern — Audubon School Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(5)(nr)	Britni Burrows	Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(5)(nr)	Sarah Carlson	Wisconsin Improvement Program (WIP) Intern — Obama Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(5)(nr)	Julie Erickson	Wisconsin Improvement Program (WIP) Intern — Browning Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(4)(r)	Lucero Gonzalez	Wisconsin Improvement Program (WIP) Intern — Hamilton Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(5)(r)	Maya Kaspar	Wisconsin Improvement Program (WIP) Intern — Obama Office of the Chief of Innovation and Information	\$4,500 Stipend 1/3/18 to 6/30/18
(5)(r)	Lauren Leverty	Wisconsin Improvement Program (WIP) Intern — MLK, Jr. Office of the Chief of Innovation and Information	\$4,500 Stipend 1/22/18 to 6/30/18
(5)(nr)	Cassandra Martie	Wisconsin Improvement Program (WIP) Intern — Browning Office of the Chief of Innovation and Information	\$4,500 Stipend 1/22/18 to 6/30/18

Code	Name	Position	Salary and Dates
(5)(r)	Kaitlin Meade	Wisconsin Improvement Program (WIP) Intern — Audubon	\$4,500 Stipend
(5)(r)	Emily Mootz	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — Madison	1/4/18 to 6/30/18 \$4,500 Stipend
(5)(nr)	Kevin Peterka	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd	1/3/18 to 6/30/18 \$4,500 Stipend
(5)(nr)	Hailey Salzman	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — MLK, Jr.	1/22/18 to 6/30/18 \$4,500 Stipend
(5)(nr)	Emily Stewart	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — Hopkins Lloyd	1/22/18 to 6/30/18 \$4,500 Stipend
(5)(nr)	Marjorie Struck	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — Bradley Tech	1/22/18 to 6/30/18 \$4,500 Stipend
(5)(r)	Kristine Tharp	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — South Division	1/10/18 to 6/30/18 \$4,500 Stipend
(5)(nr)	Kaitlin Trokan	Office of the Chief of Innovation and Information Wisconsin Improvement Program (WIP) Intern — Audubon	1/3/18 to 6/30/18 \$4,500 Stipend
		Office of the Chief of Innovation and Information	1/3/18 to 6/30/18

#### Codes

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

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

Your Committee recommends that the Board:

1. authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated in this item, to be effective upon approval by the Board;
2. authorize the salary increases and decreases, to be effective upon approval by the Board; and
2. review and approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed above.

The Administration requested that the Board allow the withdrawal of Shonda Morgan as Recreation Associate II from the administrative appointments.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.  
Noes — 0.

The Board retired to executive session at 7:39 PM.

The Board reconvened at 8:19 PM.

Director Falk moved to waive Administrative Policy 6.37(1) to allow for the hiring of LTEs for more than one year. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, and Vice President Miller — 6.  
Present — Director Bonds — 1.

Director Voss moved approval of the Committee's recommendations, with the modification to the administrative appointments as requested by the Administration. That motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Voss, and Vice President Miller — 6.  
Noes — Director Bonds — 1.

\* \* \* \* \*

### **(Item 3) Action on a Request to Approve Distinguished Pay for Teachers**

#### **Background**

On May 29, 2014, the Board approved non-base building increases for teachers ranging from \$454 to \$2,060.

The presentation dated May 20, 2014, included information regarding additional pay opportunities under which teachers who receive a cumulative rating of "distinguished" on the Teacher Performance measures of the Teacher Effectiveness system would receive non-base building payments of \$750 in the following school year.

The first distinguished pay was made in May 2016 to 187 teachers for performance year 2014-15, at a cost of \$140,250.

The second distinguished pay was made in December 2016 to 212 teachers for performance year 2015-16, at a cost of \$159,000.

The Administration is requesting the Board's approval of the third distinguished payment of \$750 to be made for performance year 2016-17. There are 341 teachers eligible, for a total payout of \$255,750.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

#### **Fiscal Impact Statement**

Authorized expenditures have previously been approved in the FY18 budget.

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

Upon approval by the Board, the Administration will implement the distinguished payments for performance year 2016-17.

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

Your Committee recommends that the Board approve the third non-base building distinguished payment of \$750 to be made for performance year 2016-17 at a total cost of \$255,750.

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

\* \* \* \* \*



**(Item 4) Action on a Request to Approve a Compensation Change — Assistant Principal Background**

As part of the Fiscal Year 2015-2016 operational planning and budget process, the Administration reviewed salary-placement decisions for principals and assistant principal positions, relative to both internal and external comparability.

Since July 1, 2015, the practice has been to place principals and assistant principals at least at the midpoint of the salary range.

The Administration is requesting the Board’s approval for the assistant principal to be placed at the midpoint of the salary range in order to stay consistent with the past practice and internal pay equity, as follows:

Name	Position	Salary		Grade		School
		Current	New	Old	New	
Allan Laird	Assistant Principal	\$70,641	\$81,657.06	12C	12C	Alliance School

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

**Fiscal Impact Statement**

Authorized expenditures already approved in the FY18 budget.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will implement the appropriate placement in the salary range effective February 23, 2018.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the compensation change, as presented in this item, to be effective upon the Board’s approval.

*This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds recorded as voting “no.”*

\* \* \* \* \*

**(Item 5) Action on a Request to Approve Compensation Changes — Large High-school Principals**

**Background**

On May 29, 2014, the Board approved the placement of large high-school principals within the current range of 15A, with a salary to be no lower than \$115,000. There are currently four principals in this category that are below \$115,000.

Name	Position	Salary		Grade		School
		Current	New	Old	New	
Rose Martin	Principal	\$109,731.08	\$115,000	15A	15A	Hamilton
Daryl Burns	Principal	\$110,143.08	\$115,000	15A	15A	Vincent
Tanzanique Carrington	Principal	\$113,117.48	\$115,000	15A	15A	Rufus King IB
Jineen Mclmore Torres	Principal	\$112,705.09	\$115,000	15A	15A	Bradley Tech & Trade

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

**Fiscal Impact Statement**

Authorized expenditures already approved in the FY18 budget.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will implement the salaries, effective February 23, 2018, as indicated on the above list.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the compensation changes, as detailed in this item, to be effective upon the Board’s approval.

*This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds having been recorded as voting “no.”*

\* \* \* \* \*

**(Item 6) Action on a Request to Approve Prevailing Wages**

**Background**

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931, (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board’s Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2016.

Based on the need to remain competitive in the current market for building trades, Administration recommends that the Board move forward with an updated prevailing wage structure for this unit, as follows:

Job Classification	FY17 Current Rate	FY18 MBCTC Prevailing Wage
Bricklayer	36.98	37.25
Bricklayer Crewleader	38.83	39.12
Building Laborer	28.90	29.39
Building Laborer Crewleader	30.40	30.92
Carpenter	35.78	36.31
Carpenter Crewleader	37.59	38.13
Electrician	36.01	37.51
Electrician Crewleader	38.71	39.39
Elevator Constructor Mechanic	45.48	46.49
Insulator Crewleader	35.10	35.31
Insulator/Asbestos Worker	33.83	34.03
Locksmith	35.78	36.31
Locksmith Crewleader	37.59	38.13
Machine Maintenance Crewleader	37.23	38.18
Machine Maintenance Repairman	35.98	36.93

Job Classification	FY17 Current Rate	FY18 MBCTC Prevailing Wage
Painter (Buildings)	30.07	30.25
Painter Crewleader	30.45	30.63
Plasterer	31.99	32.65
Plumber	40.27	40.27
Plumber Crewleader	42.69	42.69
Plumber-Rest. Journeyman I	36.04	36.04
Roofer	30.45	31.70
Roofer Crewleader	30.95	32.20
Sheet Metal Crewleader	42.59	43.56
Sheet Metal Worker	39.62	40.52
Steamfitter	43.26	43.86
Steamfitter Crewleader	45.43	46.06

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

**Fiscal Impact Statement**

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services’ budget as approved by the Board for FY18.

**Implementation and Assessment Plan**

Upon approval by the Board, the new wage rates will be implemented as required.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the prevailing wage rates as described in this item, to be effective as of July 1, 2017.

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

\* \* \* \* \*

**(Item 7) Action on a Request to Approve the 2017-2018 Salary Schedules**

**Background**

On October 30, 2017, at a special meeting of the Board, the Board approved compensation adjustments effective 7/1/17. The updated salary schedules for 2017-2018 are attached to the minutes of your Committee’s meeting, including the following approved adjustments:

1. Employees on the “Road to \$15” category will be on a five-year plan until their hourly rates reach \$15 by FY2021-22.
2. Employees who do not fall under the “Road to \$15” category and earn \$50,000 or less will receive 0.4% increases to their base salaries.
3. Employees earning over \$50,000 will receive a flat dollar amount of \$143.08 added to their base salaries.

At its meeting on January 9, 2018, the Committee on Accountability, Finance, and Personnel voted to hold this item in committee.

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**Strategic Plan Compatibility Statement**


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Goal 3, Effective and Efficient Operations

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


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Administrative Policy 6.21, Salary Schedules: Staff

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**Fiscal Impact Statement**


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The total cost for the approved salary adjustments is estimated at \$2.1 million. This amount was included in the amended adopted FY18 budget approved by the Board on October 30, 2017.

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**Implementation and Assessment Plan**


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For all employees, the salary structure will be retroactive to 7/1/17. The pay adjustment will be first shown on the check dated 12/15/17. The retroactive payment from 7/1/17 will be paid on 12/29/17. The Administration, specifically the Compensation area located within Human Resources, will administer the compensation adjustments as indicated in the 2017-2018 Compensation Adjustments, as provided in the attachments to the minutes of your Committee's meeting.

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**Committee's Recommendation**


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Your Committee recommends that the Board approve the 2017-2018 Salary Schedules as presented in the attachment to the minutes of your Committee's meeting.

*This item was adopted with the roll call vote to approve the balance of the Committee reports, with Director Bonds having been recorded as voting "no."*

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**(Item 8) Action on a Request to Rename Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts**


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**Background**


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Richard Kluge Elementary School is a traditional elementary school which served 294 students in grades K4 through 5 in 2016-17, and the fall enrollment count for 2017-18 was 324.

Kluge was formally designated as an arts specialty school, effective for the 2013-14 school year, through a vote of the Milwaukee Board of School Directors in the fall of 2012. The school is one of seven formally-approved arts specialty schools in Milwaukee Public Schools.

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

Principal Keushum Willingham presented a possible name change to various stakeholder groups in September 2017. In a vote, staff supported the change. In October 2017, the School Engagement Council also voted in favor of a new name. Mr. Willingham subsequently submitted the letter as attached to the minutes of your Committee's meeting to the Superintendent, requesting that the school be renamed Richard Kluge Elementary School of the Arts.

The Administration recommends approval of renaming Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts.

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**Strategic Plan Compatibility Statement**


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Goal 3, Effective and Efficient Operations

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


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Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

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This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school’s FY18 budget.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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Your Committee recommends that the Board approve renaming Richard Kluge Elementary School to Richard Kluge Elementary School of the Arts.

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

\* \* \* \* \*

**(Item 9) Action on Monthly Finance Matters: Informational Report on Change Orders in Excess of \$25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Routine Monthly Reports**

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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.

**Report on Change Orders in Excess of \$25,000**

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

**Contract: C025544: Literary Services of Wisconsin, Inc., f/k/a Milwaukee Achiever Literacy Services, Inc.**

On August 31, 2017, the Administration requested authorization to enter into the First Extension of a contract with Literary Services of Wisconsin, Inc. f/k/a Milwaukee Achiever Literacy Services, Inc. for adult learning labs. These services provide adult basic education services for families including Adult Basic Education (ABE); General Education Development (GED); High School Equivalency Diploma (HSED)/5.09 Program; GED testing and English as a second language (ESL)/English language learning through the operation of two Adult Learning Labs at North Division and South Division High Schools. The Department of Recreation and Community Services is now adding funds in the amount of \$40,000 to provide additional services for families.

Original Term Amount.....	\$90,000
Increase.....	\$40,000
Adjusted Term Amount.....	\$130,000

**Contract: C025729: Accounting Equipment Corp, d/b/a AE Business Solutions**

On October 26, 2017, the Administration requested authorization to enter into the First Extension of a contract with AE Business Solutions for IT-support services. These services are primarily used by the Department of Technology to provide interim IT support for schools at various times throughout the year, as well as assistance with large-scale projects. The Department of School Nutrition has identified a need for the

services which are the subject of this contract; therefore, additional funds were added in the amount of \$48,000 to account for the services needed by Nutrition.

Original Term Amount..... \$202,000  
 Increase..... \$48,000  
 Adjusted Term Amount..... \$250,000

### Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Clement Avenue School	Clement Avenue PTO	5,000.00	Chromebooks
<i>Total Monetary Donations Over \$5,000</i>		<i>\$5,000.00</i>	
<i>Monetary Donations</i>			
Alliance High School	Gail L. Ganley	\$100.00	General School Supplies
Alliance High School	Nancy M Kresse	\$50.00	General School Supplies
Alliance High School	Stephen Q. Fong	\$50.00	General School Supplies
Alliance High School	Jonathan Weimer	\$60.00	General School Supplies
Alliance High School	Eduardo Fernandez Otero	\$100.00	General School Supplies
Alliance High School	April Calvert	\$100.00	General School Supplies
Alliance High School	Velvet R. Moore-Owen	\$120.00	General School Supplies
Alliance High School	Kevin A. Behm	\$120.00	General School Supplies
Alliance High School	John W. Murphy	\$180.00	General School Supplies
Alliance High School	Shaffer Development, LLC	\$500.00	General School Supplies
Alliance High School	Dr. Mary A. Quinn	\$100.00	General School Supplies
Alliance High School	Alice M. Ambrowiak	\$1,000.00	General School Supplies
Alliance High School	Working Innovations	\$417.00	General School Supplies
Audubon High School	Donors Choose	\$880.00	Hamilton Tickets
Bradley Trade & Tech	Greater Milwaukee Foundation, Inc.	\$4,259.00	Scholarship Fund
Bruce School	Donte Well	\$1,000.00	General School Supplies
Clarke Street School	Margaret Kush	\$40.00	Holiday Gift
Clarke Street School	Mark Mader	\$200.00	General School Supplies
Congress School	General Mills/Box Tops For Education	\$91.30	Box Tops for Education
Curtin School	Julie A. Garcia	\$5.00	PBIS Donation
Fernwood School	GoFundMe	\$109.92	Montessori Model United Nation Conference
Fernwood School	Stefanie L. Klopp	\$250.00	Montessori Model United Nation Conference
Fernwood School	Bay View Neighborhood Association	\$650.00	Montessori Model United Nation Conference
French Immersion School	Frederick P Kessler	\$1,000.00	General School Supplies
German Immersion School	Skybridge Americas, Inc.	\$69.26	General School Supplies
German Immersion School	YourCause, LLC*	\$8.00	General School Supplies
Hopkins Street School	Barbara Lutsky	\$75.00	General School Supplies
King High School	Barb Guyer	\$500.00	IB Fees
King High School	Sharon Cook	\$100.00	General School Supplies — Music
Lloyd Barbee Montessori	Umansky Motor Cars	\$250.00	General School Supplies — Sports
Lloyd Barbee Montessori	Donte Well	\$4,000.00	Innovated Classroom Supplies
Milw High School of Arts	Stephen Leopold	\$250.00	General School Supplies — Dance
North Division High School	Arlene Jorgensen	\$25.00	General School Supplies

<b>Location</b>	<b>Donor</b>	<b>Amount</b>	<b>Gift or Purpose</b>
North Division High School	North Division Alumni Association	\$600.00	General School Supplies — Boys Basketball
Pulaski High School	Christopher W. Chen	\$500.00	General School Supplies — Band
Ronald Reagan High School	GoFundMe	\$8.91	General School Supplies — Science and History
Ronald Reagan High School	GoFundMe	\$275.40	General School Supplies — Travel Program
Ronald Reagan High School	Andrew Moriarity	\$145.01	General School Supplies — Swim Gear
Ronald Reagan High School	Adamm Education Foundation, Inc.	\$1,000.00	General School Supplies — Tennis Program
Obama	Milwaukee School of Engineering	\$500.00	General School Supplies
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	\$1,000.00	General School Supplies
Trowbridge School	Margaret Stratton	\$100.00	General School Supplies
Trowbridge School	Vinod Palathinkara	\$100.00	General School Supplies
Trowbridge School	James B. Courtright	\$50.00	General School Supplies
Trowbridge School	Frank Krejci	\$100.00	General School Supplies
Trowbridge School	Wayne Lueders	\$100.00	General School Supplies
Trowbridge School	John H. Turner	\$1,000.00	General School Supplies
Trowbridge School	Jonathan Bock	\$1,000.00	General School Supplies
Trowbridge School	Alan Purintun	\$1,000.00	General School Supplies
Victory School	Bonnie Kaftan	\$50.00	General School Supplies
Wisconsin Conservatory	Foley and Lardner, LLP	\$210.00	Field Trip Bus Fare
<i>Total Monetary Donations</i>		<i>\$24,398.80</i>	
<i>Non-Monetary Donations</i>			
Bradley Trade & Tech	Glen Dawursk	\$198.00	Amazon Kindle
Bradley Trade & Tech	Glen Dawursk	\$92.00	Tree Decorations
Bradley Trade & Tech	Glen Dawursk	\$50.00	Gloves
Bruce School	Mark A. Sain	\$25.00	Pick 'n Save Gift Card
Burbank School	Patrick & Amy Shields	\$60.00	Clothes & Shoes for Students
Burbank School	Wisconsin Hospitality Group	\$20.00	Pizza Hut Gift Certificates
Burbank School	Rocky Rococo	\$300.00	Rocky Rococo Gift Certificates
Burbank School	Martin Luther Lutheran Church	\$400.00	General School Supplies
Burbank School	Erin Adricula	\$450.00	Coats for Students
Burbank School	Laura Reitz	\$30.00	Winter Items for Students
Burbank School	Cynthia Roesler	\$30.00	Winter Items for Students
Burbank School	Erin Adricula	\$20.00	General School Supplies
Burbank School	Karen Ivory	\$25.00	Clothing
Burbank School	University of Wisconsin-Milwaukee (UWM)	\$100.00	Target Gift Card
Burbank School	Blood Center of Wisconsin	\$100.00	Winter Clothing
Burbank School	Veronica Powell	\$100.00	Winter Clothing
Burbank School	Rebecca & Lewis Silbes	\$100.00	Winter Clothing
Burbank School	Donors Choose	\$1,389.35	Alternative Seating
Burbank School	Donors Choose	\$437.08	Art Supplies
Burbank School	Donors Choose	\$288.32	Organizational Items
Burbank School	Donors Choose	\$613.05	Carpet and Seating
Burbank School	Donors Choose	\$764.60	Books
Burbank School	Donors Choose	\$890.52	Sensory Table
Burbank School	Donors Choose	\$687.00	Books
Burbank School	Donors Choose	\$809.12	Dramatic Play Supplies
Clarke Street School	Master Lock	\$131.56	Children's Gloves and Socks
Clarke Street School	Master Lock	\$3,437.45	General School Supplies
Clarke Street School	Bev & Dan Caslelaz	\$100.00	Winter Hats and Scarves
Clarke Street School	Amanda Andree	\$100.00	General School Supplies

<b>Location</b>	<b>Donor</b>	<b>Amount</b>	<b>Gift or Purpose</b>
Financial Services	Mr. Chad & Mrs. Shannon Gordon	\$156.34	Employee Recognition Luncheon
Financial Services	Mr. Chad & Mrs. Shannon Gordon	\$115.99	System Thinking Team Materials
Financial Services	Mr. Chad & Mrs. Shannon Gordon	\$621.04	Employee Incentives
Forest Home Avenue School	Donors Choose	\$428.02	PBIS Incentives
Forest Home Avenue School	Donors Choose	\$311.57	Socks
Forest Home Avenue School	Donors Choose	\$503.87	School Supplies
Forest Home Avenue School	Donors Choose	\$429.34	iPad
Forest Home Avenue School	Donors Choose	\$639.66	Cleaning & Organizational Supplies
Forest Home Avenue School	Donors Choose	\$235.37	General School Supplies
Forest Home Avenue School	Donors Choose	\$363.68	Time Magazines for Kids
Forest Home Avenue School	Donors Choose	\$797.24	Art Supplies
Gaenslen School	University of Wisconsin-Milwaukee (UWM)	\$100.00	Student Incentives
German Immersion School	Milwaukee German Immersion School PTA	\$1,000.00	1 PCS Touchscreen
German Immersion School	Milwaukee Bucks	\$1,496.00	40 Bucks Tickets
German Immersion School	Milwaukee Bucks	\$1,496.00	40 Bucks Tickets
Holmes School	United Health Care	\$200.00	Physical Education Equipment
Holmes School	United Healthcare	\$2,000.00	Physical Education Equipment
Hopkins Street School	MATC BSU — Amanda Brooks	\$120.00	General School Supplies
James Groppi High School	Donors Choose	\$485.00	Chairs & Painting Materials
Lafollette School	SchoolStore	\$50.00	General School Supplies
MacDowell Montessori	Donors Choose	\$317.38	Books
MacDowell Montessori	Donors Choose	\$220.00	Furniture
MacDowell Montessori	Donors Choose	\$220.00	Desk
MacDowell Montessori	Donors Choose	\$471.27	Books
Manitoba School	Donors Choose	\$323.74	Fans
Manitoba School	Donors Choose	\$1,265.99	iPad, Blocks & Headphones
Manitoba School	Donors Choose	\$906.25	iPad, Cubetto & Bee-Bot
Manitoba School	Donors Choose	\$1,273.27	iPad, Headphones, Tables & Chairs
Manitoba School	Donors Choose	\$1,268.96	NG Interactive Tech
Manitoba School	Donors Choose	\$1,270.04	iPad, Table & Chairs
Manitoba School	Donors Choose	\$1,274.35	Shelves, Tablet & Bins
Manitoba School	Donors Choose	\$1,273.47	Vacuum, Software & Speaker
Manitoba School	Donors Choose	\$1,271.59	Shelf, Headphones, Tablet & Ink
Manitoba School	Donors Choose	\$1,269.12	iPad, Table Hutch & Bins
Manitoba School	Donors Choose	\$1,272.13	iPad & Writing Center
Manitoba School	Donors Choose	\$1,268.30	Bee-Bot, Ozobot & Books
Manitoba School	Donors Choose	\$1,269.50	iTunes Gift Card & Table
Manitoba School	Donors Choose	\$1,272.73	Furniture, Blocks, Bins & Books
Manitoba School	Donors Choose	\$1,273.33	iPad, Games, Dolls & Clothes



Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	\$1,273.00	File Cabinets, Dollhouse & Toys
Manitoba School	Donors Choose	\$1,268.10	Coding Toys, Books & Puzzles
Manitoba School	Donors Choose	\$339.78	Books
Manitoba School	Donors Choose	\$353.78	Work Table
Manitoba School	Donors Choose	\$247.11	Books & Blocks
Manitoba School	Donors Choose	\$257.47	Snacks
Manitoba School	Donors Choose	\$316.94	Math Manipulatives
Manitoba School	Donors Choose	\$330.47	Containers
Manitoba School	Donors Choose	\$1,269.50	Apps, iPad, Echo, Table & Chairs
Manitoba School	Donors Choose	\$500.96	Field Trip to Farm
Meir School	Golda Meir PTO	\$200.00	Hamilton Bus Tickets
Rogers Street Academy	Adopt A Classroom	\$1,200.00	General School Supplies
Obama	Linda A Gianni	\$70.00	Books, Folders & Stickers
Obama	Steven Dodge	\$2,060.98	Robotic & Welding Materials
Marvin Pratt	More Than A Home, LLC	\$150.00	Turkey & Food Boxes for Parents
Total Value of Donations for February 2018		\$81,515.48	
<i>*Donations from MPS Alumni</i>		<i>\$608.00</i>	

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 10) Action on the Award of Professional Services Contracts**

**Background**

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

Time Warner Cable Business, LLC, for various E-Rate telecommunications services, PIN-0-0-TLN-DW-ETEL.....\$6,938,208

This amount breaks down as follows:

Leased Metro Ethernet Service .....\$6,182,700  
 Internet Access Service and Connectivity.....\$270,000  
 ISDN PRI Telecommunications Services .....\$485,508

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 11) Action on the Award of Exception-to-Bid Contracts**

**Background**

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

- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee for teacher professional development, SDV-0-S-VD8-CI-ECTS .....\$ 85,000
- Unisource Worldwide, Inc., for copy paper, Varies by location ordering goods.....\$ 800,000

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Material Purchase, Professional Services Contract, and Emergency Contract**

**Background**

Recommended for the Board’s approval at this meeting are:

*Construction Contracts Requested for Approval:*

- Brenner Corporation for Air Conditioning in the Gymnasium and Main Office at Marvin Pratt, GN6 00 BDE SV EOSVFEDM .....\$ 103,500.00

- Burkhart Construction Corporation for Corridor Locker Installation at Manitoba School, MBM 00 BDK MB EMMB .....\$ 55,350.00
- Insulation Systems, Inc. for Piping Re-insulation at the Dover Street Building, FAR 00 RDP DS ECNC .....\$ 72,750.00

*Material Purchase Requested for Approval:*

- Safety Rail Company for Fall Protection – Roof Railing Systems at Various MPS Sites, FAR 00 OSM DW ECNC8 .....\$ 249,151.40

*Professional Services Contract Requested for Approval:*

- Inspection for Athletic Facilities Upgrade at Pulaski Stadium, FAR 00 MMQ PD ECNC .....\$ 71,360.00

*Report of Emergency Contract:*

- Holian Environmental Cleaning Corp. for abatement of damaged asbestos materials from a freeze-up of heating-system piping at Clarke Street, FAR00 MM2 DW ECNC.....\$ 60,900.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures for:

- Total Construction Contracts Requested .....\$231,600.00
- Total Material Purchase Requested.....\$249,151.40
- Total Professional Services Contract Requested .....\$71,360.00
- Total of Emergency Contract Reported.....\$60,900.00

**Implementation and Assessment Plan**

Upon approval by the Board, contracts will be implemented, and material purchased.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the material purchase and construction contracts, professional services contract, and emergency contract as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 13) Action on a Request to Approve a Temporary Limited Easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, for a Portion of the Property Located at 1124 North 11<sup>th</sup> Street.**

**Background**

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On August 25, 2016, the Board approved a Temporary Limited Easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, for a portion of the property located at 1124 North 11<sup>th</sup> Street in order to renovate the property located along the northern part of the FMS parking lot.

On November 30, 2017, the Administration received a request from Milwaukee Pabst Holdings, LLC, (Pabst Holdings) for a second Temporary Limited Easement due to construction delays and the need for additional access to the adjacent property.

The recommended Temporary Limited Easement will continue to allow contractors to utilize a portion of the area between the two properties located along the entire northern property line. As part of the agreement, contractors will be fully responsible for this area during its use, including any necessary follow-up to restore the area prior to vacating.

The Temporary Limited Easement will expire on December 31, 2018.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item.

**Implementation and Assessment Plan**

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Once the Board has approved the Temporary Limited Easement, it will be signed and property filed with the City.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the Temporary Limited Easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 14) Action on a Request to Enter into a Programming and Services Agreement with Radio Milwaukee, Inc., Relating to the District's Radio Station, WYMS**

**Background**

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The Administration is requesting authorization to enter into a Programming and Services Agreement with Radio Milwaukee, Inc., f/k/a Radio for Milwaukee, Inc., ("RMI") relating to the District's noncommercial educational FM radio broadcast station, WYMS, 88.9 MHz, Milwaukee, Wisconsin, FCC Facility ID No. 42669. This agreement will replace, in its entirety, the Management Agreement between the parties dated November 29, 2004.

The parties have renegotiated the 2004 Management Agreement as a result of revisions to FCC rules concerning main studios for broadcast stations. The renegotiated agreement was drafted by retained counsel, Marissa Repp of the Repp Law Firm, who has particular expertise in the FCC regulations to which the radio station and this Agreement are subject. The City Attorney's office has also reviewed the Agreement and has stated that it has no additional recommended revisions.

The changes are summarized as follows:

- The name of the agreement has changed from “Management Agreement” to “Programming and Services Agreement” to reflect the District’s maintenance of ultimate control over WYMS.
- Revisions reflect that the FCC no longer requires a radio station to maintain an official main studio.
- Revisions reflect the FCC’s shift to an online public inspection file, versus paper files maintained at the station’s main studio.
- Revisions have been made to the fundraising provisions to confirm that they comply with FCC policies.
- Revision of accounting provisions have been made to confirm that revenues raised by WYMS are the property of the District and will be used for WYMS’s expenses.
- Insurance provisions for the District have been omitted, as the District is self-insured.
- Board meetings aired over WYMS will include regularly scheduled and special meetings of the full Board (but not committee meetings).
- RMI will continue to provide educational and training programs to the District, which are outlined in Attachment B of the Agreement.
- RMI will maintain a right of first refusal during the term of the Agreement, allowing RMI to meet the terms of any third-party offer for the purchase of WYMS.

The Term of the Agreement runs through December 31, 2018, (the current term of the Management Agreement), with two subsequent auto-renewing extensions of eight (8) years each. Either party may give notice of non-renewal upon 180 days’ written notice prior to the end of the current term.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

Once approved by the Board, the Programming and Services Agreement with Radio Milwaukee, Inc., will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the proposed Programming and Services Agreement between the District and Radio Milwaukee, Inc., as attached to the minutes of your Committee’s meeting.

*Adopted with the roll call vote to approve the balance of the Committees’ 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 a Request to Revise Administrative Policy 6.37, Limited-Term Employment Positions**

**Background**

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

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

The Administration and the Office of Accountability and Efficiency collaborated to make adjustments to Administrative Policy 6.37 that are consistent with the Board's action, as follows:

**ADMINISTRATIVE POLICY 6.37**

**Limited-Term Employment Positions**

The Superintendent; Director, Office of Board Governance; and the management of the Office of the Chief Accountability and Efficiency are authorized to use limited-term employment ("LTE") positions on a temporary basis to fill short-term areas of need, subject to the conditions set forth below.

(1) The purpose of using LTE positions is to fill short-term areas of need. It is employment that cannot become permanent and generally does not exceed one year. Examples of types of situations in which LTE employment would be appropriate include filling in for an employee who is on a long-term leave of absence; pending the recruitment of a new hire for a permanent position; performance of work on a limited-term grant or project; or supplementing the workforce during times of peak workloads or retirements, including the use of retirees to train new hires.

(2) LTE positions are eligible only for statutory fringe benefits (e.g., employer contributions to Social Security, workers' compensation, and possibly unemployment compensation and state or city pension). Individuals in LTE positions are not paid for vacation, sick leave, or holidays (unless asked to work), tuition reimbursement, or any other non-statutory fringe benefit. Fringe-benefit rates specific to these positions will be used to charge the area that has the established budget authority for the position.

- (3) Requirements that must be met to fill LTE positions include the following:
- a. will require budget authority as confirmed by the Office of Finance;
  - b. will follow the fundamental hiring and selection process as established by the Office of Human Resources as the final hiring authority;
  - c. will follow Administrative Procedure 6.23 in the screening of applications to hire a limited-term employee that is followed by an abbreviated interview process as determined by the Office of Human Resources;
  - d. will be subject to the same pre-employment requirements as are regular employees (e.g., pre-placement physicals, criminal information background screen, etc.);
  - e. can be used for a classified or certificated position and shall not be subject to residency requirements;
  - f. will follow Administration Policy 6.04, Employee Code of Ethics, and specifically will not permit the hiring or supervision of immediate family (nepotism);
  - g. will require a signed limited-term employment contract that outlines the length and specifics of the LTE assignment;
  - h. will be required to follow applicable administrative policies of the Milwaukee Public Schools, including, but not limited to, the following:
    - 6.03, Anti-Sexual Harassment
    - 6.04, Employee Code of Ethics
    - 6.05, Code of Ethics
    - 6.06, Gifts and Solicitations
    - 6.07, Employee Rules of Conduct

- 6.08, Health and Safety
- 6.09, Human Immunodeficiency Virus (HIV) Infection
- 6.11, Tobacco Products Use on Board Property
- 6.12, Drug-Free Workplace
- 6.13, Drug and Alcohol Testing
- 6.15, Criminal Background Screening
- 6.32, Pepper Spray: Use of
- 6.34, Staff Acceptable Use Policy (AUP)
- 6.35, Whistleblower Protections
- 6.36, Student Non-Fraternization Policy.

(4) The appointment of an individual in an LTE position to a permanent position must be brought to the Board for approval.

(5) LTE contracts must be brought to the Board for review within 60 days of the commencement of services, and continued LTE employment beyond the initial 60-day period is contingent upon the Board’s approval. Any extension of services from an individual in an LTE for one (1) year or longer must be justified and brought to the Board for approval.

(6) The LTE assignment shall be cost-effective and mindful of any potential conflict of interest involving the individual in the LTE position and the Milwaukee Public Schools.

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

(8) An LTE’s active-pay status shall be inactivated after 30 calendar days subsequent to the completion of the payroll activity corresponding to his/her LTE contract’s end date.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.37, Limited-term Employment Positions

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.37, Limited-Term Employees, as indicated in this item.

Director Bonds moved to return the item to Committee. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Phillips, Voss, and Vice President Miller — 7.  
 Noes — 0.

\* \* \* \* \*

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

**Background**

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

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

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

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

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

The text of the newly created policy would read as follows:

ADMINISTRATIVE POLICY 5.04  
USE OF DRONES ON SCHOOL PROPERTY

**(1) Definitions**

(a) The term “drone” refers to, all Unmanned Aerial Systems (UAS), Unmanned Aerial Vehicles (UAV), and any other device invented, used, or designed to navigate or fly in the air or maneuver over the ground, that is operated without human intervention from within or on the aircraft.

(b) “District property” includes, but is not limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

**(2) Application of Policy**

(a) To maintain the safety, security and privacy of students, staff and visitors of Milwaukee Public Schools, the use or operation of drones by any individual is strictly prohibited unless prior authorization has been obtained, as described herein.

(b) All drone operators on MPS sites shall maintain knowledge of and shall be in compliance with all federal laws, regulations of the Federal Aviation Administration (FAA, and state and local laws related to the use of drones.

(c) All drone operators on MPS sites shall maintain knowledge of and shall be in compliance with the limitations created by the proximity to FAA-registered airports/airstrips, including, but not limited to, Mitchell International Airport and Lawrence J. Timmerman Airport.

(d) The use of drones shall in all instances be limited to outdoor events.

(e) All operation of drones at events requires Certificate of Authorization (COA) and compliance with the FAA’s small unmanned aircraft rule, Part 107.

(f) Use of drones for the purpose of conducting research or gathering data shall not be permitted without additional review and approval of the Department of Innovation Development-Research and Evaluation (or its successor department).

(g) Use of drones on MPS property by any contracted vendor or service provider is prohibited, unless permission has been granted in the contract.

(h) This policy shall be reviewed every two years, and any necessary revisions shall be brought to the Board for approval.



**(3) Student Use Prohibited**

(a) Use of drones on district property by students is prohibited.

**(4) Authorization for Use by Staff**

(a) Use of drones on MPS property by staff shall be strictly for educational purposes.

(b) Staff shall obtain the pre-authorization of the building administrator or the Superintendent.

(c) Building administrators shall obtain written consent from the Regional Superintendent at least 48 hours prior to the use of the drone.

(d) A detailed description of the type of drone and the anticipated drone operation is required.

(e) The staff drone operator shall provide proof that he/she is licensed by the FAA to operate the drone. The staff drone operator shall provide the district with verification that the drone to be used is consistent with the FAA's requirements.

**(5) Authorization for Use by the Public**

(a) Use of drones by minors on district property is prohibited.

(b) A permit granting permission to use a drone on MPS property shall be obtained by the drone operator from the Department of Recreation prior to any drone use. The Department of Recreation will consult with other departments, as necessary, to determine the appropriateness of the request.

(c) A detailed description of the type of drone and the anticipated drone operation is required.

(d) The drone's operator shall provide proof that he/she is licensed by the FAA to operate the drone. The drone operator must provide the district with verification that the drone to be used is consistent with the FAA's requirements.

(e) The drone's operator shall provide a signed agreement holding the district harmless from any claims of harm to individuals or damage to property.

(f) The drone's operator shall provide the district with a current certificate of aviation liability insurance with limits of not less than \$1 million. The certificate shall also document a waiver of any subrogation involving Milwaukee Public Schools or its insurance.

**(6) Use Requirements and Limitations**

(a) All drones must remain under the control of the drone's operator at all times and shall remain within the line of sight of the operator.

(b) The use of drones shall be limited to the scope of operation in the permit/authorization for use, to include whether the drone's operator may record and/or transmit audio, video, and/or images.

(c) The use of drones shall in all instances be limited to outdoor events. The use of drones within any district building is strictly prohibited.

(d) Drones' operators are prohibited from flying drones over playing surfaces and seating and spectator areas where and when people are present, as well as event parking areas where and when people and/or vehicles are present.

(e) All drone operators and their employers (as applicable) are responsible for ensuring drone operators are trained and proficient in the use of the drones which they will operate. Drone operators must be aware of the risks of drone use, including, but not limited to, personal injury and property damage caused by the drone as a result of weather, operator error or judgment, and/or failure of drone systems and equipment — and must exercise due care to avoid such risks.

(f) Drones may not be operated in any way that would create a public safety hazard, damage property, violate privacy, or in such a way that unduly affects the environment of those entering, exiting, working in, or moving about MPS property.

(g) When recording and/or transmitting audio, video, and/or images, drone operators must, at all times, avoid areas reasonably considered private, such as restrooms, locker rooms, individual residences, and medical treatment rooms/areas.

(h) Event managers shall refuse admission to any individual or group attempting or intending to use a drone without authorization at any district-sanctioned event.

(i) Event managers are authorized to suspend play or activities, if necessary, to remove and confiscate any unauthorized use of a drone or any authorized use that is in prohibited areas during a district event.

(j) Failure to follow this policy may result in the drone operator’s being denied admission to future events on school or district grounds and/or the denial of future request for the use of drones.

(k) Prior approval of the use of a drone may be revoked at any time if district staff has good reason to believe the safety, security, and/or privacy of students, staff, or visitors are at risk.

**(6) Use at Wisconsin Interscholastic Athletic Association (WIAA) Events**

(a) All drone operators shall adhere to WIAA regulations relative to the transmission, internet streaming, photography, imaging, filming, videotaping, audio recording, and play-by-play depiction or description of any competition and/or game. Such action is prohibited without written consent of the WIAA.

(b) All “real-time” or tape-delayed audio, video, or textual transmission of play-by-play is the exclusive property of the WIAA and rights-granted entities. Any account/transmission of real-time video, audio, or textual play-by-play is prohibited on-site or off-site without consent of the WIAA.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

**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 Office of Board Governance will make and publish the necessary revisions.

**Committee’s Recommendation**

Your Committee recommends that the Board adopt Administrative Policy 5.04, Use of Drones, as presented in this item.

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

\* \* \* \* \*

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

**Background**

As part of 2017 Wisconsin Act 59, the minimum passing score on the civics test for high-school graduation as set forth by Wisconsin Statute Section 118.33(1m)(a)1 was increased from 60 to 65 out of 100. Current students who have not obtained a score of at least 65 are ineligible to receive high-school diplomas. The Wisconsin Department of Public Instruction (DPI) has indicated that students who have previously scored between 60 and 64 but hav not yet received diplomas would be required to retake the civics test to obtain this new statutory minimum. MPS had one student that fell into that category. This student has since successfully retaken and passed the test.

The Administrative Policy 7.37 has been updated to reflect this change in the law, as follows:

ADMINISTRATIVE POLICY 7.37  
Graduation Requirements

(1) **General Provisions**

(a) The total number of units required for graduation shall be 22, effective with the graduating class of June 2014-15 and thereafter. Commencing with the graduating class of 2021 (i.e., students entering 9<sup>th</sup> grade in the school year of 2017-2018), of the 22 units, the following are required:

Subject	Units
English/Language Arts	4.0
Mathematics (including courses at or above the level of Algebra 1)	3.0
Science (This must include content and laboratory studies for all three units)	3.0
a life science course	1.0
a physical science course	1.0
an additional course in a life, physical, earth or space science, or district-approved, science-equivalent engineering or technology course	1.0
Social Studies (from the following)	3.0
U.S. History	1.0
World History, World Geography, World Studies, or AP Human Geography	1.0
Citizenship (grade 9 or 10)	1.0
OR	
BOTH American Government AND Economics (grades 11-12) (0.5 unit each)	1.0
Physical Education (no more than 0.5 credit per school year)	1.5
A waiver for final 0.5 credit in physical education during the junior or senior year of high school may be an option for a student, based on participation in an organized sport or athletic program in accordance with district procedures developed by the Superintendent. Pursuant to Wis. Stat, §118.33(1)(e), a student must replace this 0.5 credit with an additional English, social studies, mathematics, science, or health course.	
Health	0.5
Fine Arts	1.0
World Language	2.0
College-and-career-readiness coursework (from the following)	1.0
Advanced Placement, Career Technical Education courses available in Career Clusters: Agriculture, Architecture & Construction, Arts, A/V Technology & Communications, Business Management, Finance, Health Science, Hospitality & Tourism, Human Services, Information Technology, Manufacturing, Marketing, Science, Technology, Engineering & Mathematics, and Transportation (students may use internships & apprenticeships to meet this requirement), International Baccalaureate diploma, or Project Lead the Way	
<i>*For example, if a student takes an AP or IB course to meet another requirement (e.g., English), that course will count for the college-and-career-readiness requirement and the core-content requirement.</i>	

(b) In addition to the above requirements, students must also have completed one of the following three course-embedded options, to be appropriately noted on a transcript:

1. online learning
2. community-service experience
3. service learning.

(c) Beginning with the graduating class of June 2014-15, all MPS schools must adhere to the core-credit requirements as shown in 1(b) above, and no school will be allowed to require additional credits in order to earn an MPS diploma. Individual schools, however, may require additional courses or projects for completion of specific program certifications (e.g., Honors, International Baccalaureate, career and technical education) which may be designated on the MPS diploma.

(d) Students shall be required to have earned the units as described above and shall be required to meet the state's requirement for passing the district's civics test, commencing with the graduation class of 2017. A student may re-take the exam until he/she passes ~~by answering 60 of 100 questions correctly~~. (Students with IEPs must complete the exam to receive diplomas, but are not required to meet the state's benchmark ~~of 60 correct answers~~.)

(e) Each school that seeks to substitute course offerings for courses specifically stated in 1(b), above, must obtain formal approval from the Superintendent or a designee. The alternate course must meet or exceed the rigor of the original required course.

**(2) Planning Provisions for Graduation**

(a) All students shall follow identified plans developed in the high schools in which the students are enrolled. The high-school plans for students in the regular program shall ensure that students meet graduation requirements and shall be developed on the basis of individual career interests, plans for post-high-school education, or other life goals, using a variety of available program plans. Student may earn diplomas only from schools in which they are enrolled and in which they will earn their final credits during the semester in which they intend to graduate.

(b) A "senior" is a student who has earned a minimum of 16 units or the number required for senior status and who is on track for graduation after the successful completion of no more than two additional semesters.

(c) High-school students from the Milwaukee Public Schools are encouraged to complete four years of study resulting minimally in completion of the prescribed graduation requirements at the district and school levels.

(d) Procedures for permitting early graduation include the following:

1. A student wishing to graduate early must complete all district requirements for graduation.
2. A student must request a conference to declare interest in early graduation (with parental signature if the student is under 18).
3. A conference shall be held with the parent, student, and principal (or designee) to review options and to make a decision, with a sign-off by principal (or designee), student, and parent (if the student is under 18). At this meeting, the student and parent will receive information regarding early graduation (scholarships, advanced courses, AP, IB, and YOP [Youth Options Program] opportunities, etc.) to facilitate the making of an informed decision.
4. For students who have received sign-off by the principal on the district-provided form for early graduation, the school shall document in the student database that the student has met the diploma requirements at the semester end-date and shall withdraw the student. Early graduates in good standing will be allowed to participate in the school's year-end graduation ceremony and activities.

(e) The following minimum number of units, or the equivalent, is required for high-school students to be promoted at the end of the school year:

1. If a student is to be promoted from 9<sup>th</sup> to 10<sup>th</sup> grade (sophomore), 5 units or more shall be required.
2. If a student is to be promoted from 10<sup>th</sup> to 11<sup>th</sup> grade (junior), 10 units or more shall be required.
3. If a student is to be promoted from 11<sup>th</sup> to 12<sup>th</sup> grade (senior), 16 units or more and enrollment in at least the fourth year of high school shall be required.

(f) To be considered for senior-class rank, students must meet the definition of a senior and must complete one year and a minimum of 5 units at the schools from which they intend to receive their diplomas.

(g) Students may graduate from MPS alternative programs that meet the District’s minimum standards for alternative programs.

**(3) Common MPS Diploma and School-based Recognition of Program Completion**

- (a) Schools may, with formal approval from the Superintendent or a designee:
  - implement additional requirements for participation in, or completion of, specific programs and include this endorsement on the diploma;
  - award an additional certificate indicating completion of this special program and/or document this endorsement on the transcript.
- (b) Some of the recognized endorsements include:
  - Advanced Placement Capstone Diploma or Certificate
  - International Baccalaureate Diploma
  - Milwaukee — Seal of Biliteracy
  - Wisconsin Global Education Achievement Certificate.
- (c) Schools may not create additional requirements for graduation.

**(4) Completion Credentials**

**(a) Regular Diplomas**

1. Students completing the unit and district civics test requirements described above, including GEDO #2, alternative programs, and GPS Education Partners programs, shall receive regular diplomas signed by the principal, the Superintendent, and the Board’s president. Signatures other than that of the principal/school leader may be photocopied.

2. Students with disabilities who successfully complete high-school graduation requirements established in MPS Administrative Policy 7.37, Graduation Requirements, shall receive regular MPS diplomas upon graduation.

**(b) Certificates of Completion**

1. Students with disabilities who do not meet high-school graduation requirements as outlined in Administrative Policy 7.37, Graduation Requirements, and who have aged out of eligibility for services will be awarded certificates of completion at the end of the academic year in which they turn twenty-one (21). Students may choose to participate in one graduation ceremony with either their entry or exit class.

2. English-language learners who have not completed unit requirements for graduation, but are of graduation age, may also be awarded certificates of completion.

**(c) Requirements for General Education Development Option (GEDO) #2 Program Diplomas**

1. The GEDO#2 is an alternate for district students to meet credit requirements for graduation.

2. Students enrolled in MPS GEDO #2 programs who successfully complete the GEDO #2 graduation requirements shall be awarded MPS diplomas from the schools in which they have completed their GEDO #2 program requirements.

Subject

English ..... GEDO #2 exams: (1) Reading and (2) Writing or four units of English

Mathematics ..... GEDO #2 exam or three units of math at or above the level of Algebra 1

Science ..... GEDO #2 exam or three units of science

Social Studies ..... GEDO #2 exam or two units of social studies, including one of the world courses and the US history course

Social Studies ..... GEDO #2 civics exam or one unit of citizenship, or American government and economics

Health..... GEDO #2 health exam or 0.5 health unit

3. All GEDO #2-program students shall be required to successfully complete units of study in employability skills and career awareness.

4. Additional requirements in work experience or community service and in career-portfolio development for the GEDO #2 program must be communicated to a prospective student during the intake conference that is required by DPI before the student begins the program.

5. Students enrolled in GEDO #2 shall not be included in senior-class rank.

**(d) Requirements for Diplomas from the State-supported GPS Education Partners Program**

1. Students shall be accepted and enrolled concurrently in an MPS high school and the GPS Education Partners program.

2. Students enrolled in the GPS Education Partners program who successfully complete the 21-month course and workplace requirements shall be awarded MPS diplomas from the MPS schools in which they are enrolled.

**(e) Other District approved Programs**

Students who successfully complete district-approved alternative programs shall be awarded MPS diplomas from the MPS schools in which they are enrolled.

**(f) Diplomas for Veterans**

1. Diplomas shall be awarded to certain veterans, in accordance with Wis. Stats., sec. 120.13(37). The Superintendent or designee shall direct the appropriate MPS high-school principal to award a diploma to a veteran if the Superintendent or designee determines that the veteran meets all of the following criteria:

- a. is at least 65 years old, or is at least 55 years old and has a service-connected disability; and
- b. attended high school in the school district or attended high school in Wisconsin and resides in the school district; and
- c. left high school before having received a high-school diploma to join in the U.S. Armed Forces during a war period, as defined in Wis. Stats., sec. 45.01(13); and
- d. served on active duty under honorable conditions in the U.S. Armed Forces or in forces incorporated as part of the U.S. Armed Forces.

2. A high-school diploma shall also be awarded to a veteran who received a high-school-equivalency diploma after serving on active duty under honorable conditions, if the person meets the conditions of 1(a) through 1(d) above.

3. A high-school diploma shall also be awarded, upon request, to a veteran who has died, but who, before dying, satisfied the criteria listed in 1(b) through 1(d) above.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.37, Graduation Requirements

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the revisions to Administrative Policy 7.37, Graduation Requirements, as presented in this item.

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

\* \* \* \* \*

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

**Background**

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

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

The recommended revisions to the policy and its procedure are as follows:

ADMINISTRATIVE POLICY 5.02  
USE OF SCHOOL FACILITIES

The Board shall grant the use of school district facilities as follows:

**(1) Use by District**

The District shall have first priority in use of its facilities to conduct its own activities. As used herein, school district facilities shall include, but not be limited to, all school buildings, field houses, playfields, stadiums, playgrounds, parking lots, and other district facilities.

**(2) Use by School-based Parent Groups**

School-based parent groups shall have second priority in the use of school facilities. Requests for use of a facility by school-based parent groups shall be directed to the school administrator, defined as the principal or lead teacher with budgeting authority, of the appropriate school district facility, who shall issue a permit to cover the authorized school-based parent groups' meetings.

**(3) Use by Community**

**(a) General Provisions**

1. Individuals and groups in the community shall have third priority in the use of school district facilities. The use of school district facilities shall be granted regardless of the philosophical, political, or religious viewpoint of the individuals or groups requesting the use of school facilities. In addition, groups may request the use of school district facilities for speaker, panel, roundtable, debate, or discussion programs of the forum type on economic, social, and political subjects upon petition and in conjunction with applicable provisions.

2. The following provisions apply to use of school district facilities by the community:

- a. The use of school district facilities shall be granted on a first-come, first-served basis as requests for use are received. No individual or group shall be allowed exclusive rights to the use of any school district facility or portion thereof in any given school year.
- b. Use of facilities must be in compliance with all applicable state and local laws, safety standards, and building-code requirements, including, but not limited to, the requirement that a licensed engineer employed by the Milwaukee Board of School Directors be on site for the operation of heating, ventilation, and air-conditioning systems.

- c. No request for facility use shall be considered unless it is made by an adult. All individuals or groups who use a school district facility must provide appropriate adult supervision for its activities and shall be responsible for the proper conduct of all persons using school district facilities under the permit.
- d. The District may not refuse to issue a permit for facility use unless the requested use conflicts with the interests of the District. Conflicts upon which community use may be denied include, but are not limited to:
- interference with use of the facility for school or district purposes or school-related functions
  - lack of appropriate space or facilities
  - lack of necessary personnel or event supervision
  - safety concerns
  - potential for damage to the facility
  - insufficient insurance coverage
  - failure to abide by board rules, policies, or procedures
  - failure to keep current on monies owed to the District
  - use that constitutes illegal activity
  - allowing a facility-use permit to be used by any other individual or groups.
- e. Use of school district facilities shall not be granted to individuals or groups whose purpose in using the school district facilities is to make a commercial gain or personal profit, unless the individual or group has a Use of School Facilities Waiver Application on file that has been approved by the Office of Operations, Department of Recreation and Community Services. The sale of concessions or other goods is prohibited unless permission is granted in the Waiver. Any permitted use of facilities must be open to the public and free unless permission to charge admission or other fees has been granted in the Waiver.
- ~~1. While Admission to events may not be charged; requests for donation are permissible.~~
  - ~~2. Unless otherwise authorized by the District, the sale of concessions is prohibited. In the event authorization is given, concessions must be sold at cost and may result in additional fees charges to the permit holder as they relate to set up and clean up.~~
- f. Individuals or groups using school district facilities shall be primarily liable for any damage to or theft of property, any personal injury, and any expenses incurred in consequence of any use of school district facilities or equipment and shall promptly reimburse and/or pay for costs associated with any such damages or expenses.
- g. No permits will be issued without a valid and current certificate of comprehensive general liability insurance as required by the Office of Finance, Department of Procurement and Risk Management. Such insurance is to name the Milwaukee Board of School Directors as an additional insured and certificate holder for the term of the event or activity.
- h. Use or possession of alcoholic beverages, tobacco, controlled substances, pepper spray, firearms, or other weapons is prohibited on school district premises.
- i. Informational flyers, advertisements, or any other publications issued by the group shall not indicate endorsement or sponsorship by the Milwaukee Board of School Directors or the Milwaukee Public Schools.
- j. New permit applications or requests for the renewal of existing permits may be refused by the District for infractions of district



administrative policies and procedures. Appeals must be submitted in writing to the Office of the Superintendent.

- k. Failure to provide proper notice of cancellation to the Office of Operations, Department of Recreation and Community Services, at least 48 hours in advance of the permitted date of use will result in revocation of current and future permits and may result in an additional assessment of fees.
- l. Failure to comply with general provisions will result in revocation of all current and future permits and may result in an additional assessment of fees.

**(b) Use of Facilities During “Hours for Free Meeting Use” on Days of Student Attendance**

- 1. To the extent practicable, a minimum of three regular classrooms, permanent cafeteria, and/or library, as designated by the school administrator, shall be made available for use for public meetings. The school administrator shall issue a permit authorizing such use.
- 2. “Hours for free meeting use” are permissible for up to four hours past final bell for all high schools and up to two hours past final bell for all other school district facilities.
- 3. Groups who are requesting permits for use during the “hours for free meeting use” and whose hours may extend beyond the free-time limit shall be charged a minimum of two hours’ facility use fees.
- 4. Organizations requesting room set-up service (such as tables, chairs, etc.), will be charged a flat fee per each date of use.

**(c) Use of Facilities Other Than During “Hours for Free Meeting Use” on Days of Student Attendance**

- 1. Rooms are available on a fee-paid basis.
- 2. All requests for the use of a school facility outside of the parameters as defined under “Hours for Free Meeting Use” shall be directed to the Office of Operations, Department of Recreation and Community Services. A facility use permit shall be issued by this Department, pending approval by the school administrator and receipt of proper liability insurance coverage.

**(d) Use of Facilities on Weekends, Holidays, Vacation Breaks, and Non-Student-attendance Days**

School district facilities shall be available for use by the public during weekends, holidays, vacation break, and non-student-attendance days on a fee-paid basis. All requests for use during these time periods shall be directed to the Office of Operations, Department of Recreation and Community Services. A building use permit shall be issued by this Department, pending approval by the school administrator and receipt of proper liability insurance coverage.

**(e) Use of School Kitchens**

School kitchen facilities, which are deemed separate from school cafeterias, in addition to being available for district programs, shall also be available for community use on a limited basis with the approval of, and under the conditions established by, the school administrator and the appropriate Central Services Departments as noted in the procedure.

**(4) Use by Institutions of Higher or Continuing Education**

Groups of higher or continuing education that charge tuition shall be required to obtain a permit from the Office of Operations, Department of Recreation and Community Services, and to pay a fee for the use of a school district facility, regardless of the time or day of the week in which the school district facility is used.

**(5) Use of School Stadiums**

- (a) Use of school stadiums, including, but not limited to, the field, track, seating areas, press box, concession areas, and restrooms, shall be made available for non-district use only when it does not conflict with school-district-sponsored activities.

(b) All non-district use of school stadiums must be in accordance with the provisions of section (3), Use by the Community, of this policy. In addition, supplemental fees related to stadium maintenance will be charged per use.

(c) Requests to use school stadiums must be approved by the Office of Operations, Department of Recreation and Community Services, which shall determine fees based on specific use.

**(6) Use by Governmental Agencies for Civil Service Examinations and by the Election Commission for Polling Sites**

(a) A governmental agency may use room(s) in a school building free of charge during normal hours of operation or during “hours of free meeting use” for the purpose of conducting civil service examinations, if the school administrator indicates that space is available and if the governmental agency provides security or covers costs associated with MPS-assigned safety personnel to protect district property and to prevent unauthorized persons from being in the building. Use outside of normal hours of building operation or outside of the “hours of free meeting use” will be subject to the general provisions as described in Administrative Policy 5.02(3).

(b) The Election Commission may establish polling sites at various school district facilities to meet the needs of the voting community during elections of candidates for political office.

ADMINISTRATIVE PROCEDURE 5.02  
USE OF SCHOOL FACILITIES

**(1) Use by District**

**(a) Extra-curricular Student Activities**

1. Extra-curricular student activities occurring during the school day, or immediately thereafter, and not involving extra custodial service, staff supervision, or admission fees shall be authorized at the discretion of the school administrator, defined as the principal or lead teacher with budgeting authority, or a district administrator from the Office of School Administration.

2. Permission for the use of school buildings and equipment for extra-curricular student activities outside of school hours may be granted by the school or district administrator under the following conditions:

- a. The school administrator shall be responsible for the building during student extracurricular use and shall be either present or represented by an authorized school administrator.
- b. Student activities and celebrations of any kind held in the school must be school related and be initiated and sponsored by the District (e.g., dances, school plays).

**(b) Alumni Events**

1. A Milwaukee Public Schools alumni association or alumni group may be permitted the use of school district facilities free of charge for a two-hour nostalgic tour.

2. The school administrator shall be responsible for the building during such use.

3. All requests for a facility use permit for a nostalgic tour shall be directed to the Office of Operations, Department of Recreation and Community Services.

4. Activities of an alumni association that take place at the school district facility shall be in accordance with procedures for community use.

5. Activities of an alumni association that take place at an outdoor facility shall be in accordance with the outdoor permitting process.

**(c) Department of Recreation and Community Services Activities**

1. The Office of Operations, Department of Recreation and Community Services, and school administrator shall work cooperatively in providing a unified program. The Office of Operations, Department of Recreation and Community Services, shall arrange for the services of such staff, including nutrition services, school safety, and custodial, as may be needed to conduct its activities.

2. Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. The Office of Operations, Department of Recreation and Community Services, shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The Office of Operations, Department of Recreation and Community Services, or its contractors or providers, shall be responsible for any costs associated with theft or damage to kitchen equipment during use.

3. The Office of Operations, Department of Recreation and Community Services, may charge reasonable fees for its activities and may sell supplies to participants. Gross receipts for fees and supplies shall be deposited with the Office of Finance and credited to the Extension Fund or designated program account.

**(2) Use by School-based Parent Groups**

(a) Internal Facility Use Permits, defined as permits issued and approved by the school administrator for use of a school district facility by a district affiliate or a district-sponsored group, shall be obtained from the school administrator for all meetings, activities, and fundraising activities of school-based parent groups/organizations. School district facilities may be used during school hours for meetings, if approved by the school administrator.

(b) School district facility use shall be free of charge unless additional costs result from use, including, but not limited to, room set-up and clean-up.

(c) Costs incurred from use of the assignment of additional staff such as nutrition services, school safety, and custodial, shall be charged to holder of the Internal Facility-Use Permit. At the discretion of the school administrator, costs may be assumed by the school.

(d) MPS Safety personnel may be requested at the discretion of the school administrator. Unless otherwise provided for in Administrative Policy 5.02, groups may not provide their own safety or security.

(e) Fundraising for the benefit of the school district, pursuant to Administrative Policy 7.22, may be permitted. Requests for an Internal Facility Use Permit shall indicate whether monies will be charged or raised in connection with the use, and if so, how such monies will be expended.

(f) Use of school swimming pools is prohibited due to risk of liability to the District and community.

(g) Occupancy of corridors is in violation of fire department regulations. Corridors shall be kept free from obstruction at all times.

(h) No holder of an Internal Facility Use Permit shall allow the permit to be used by any other individuals or groups. Third-party usage of an Internal Facility Use Permit may result in revocation of current and future permitted use.

(i) In addition to the adult supervision required by Administrative Policy 5.02, holders of Internal Facility Use Permits shall abide by any rules put into place by the school administrator.

(j) Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. All permit holders shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The school shall ultimately be responsible for any costs associated with theft or damage to kitchen equipment during use.

**(3) Use by Community**

**(a) General**

1. Facility Use Permits, defined as permits issued to community entities for use of school district facilities, shall be obtained from the Office of Operations, Department of Recreation and Community Services.

- a. Indoor Facility Use Permits are defined as permits issued for the use of indoor school district facilities, including, but not limited to, classrooms, auditoriums, gymnasiums, and cafeterias.
  - b. Outdoor Facility Use Permits are defined as permits issued for the use of outdoor school district facilities, including, but not limited to, playfields and stand-alone field houses.
2. No holder of a Facility Use Permit shall allow the permit to be used by any other individuals or groups. Third-party usage of a Facility Use Permit may result in revocation of current and future permitted use.
  3. The adult supervision required by Administrative Policy 5.02 is in addition to supervision of the entering and exiting of the school district facility by all persons using school district facilities under the permit.
  4. Costs for facility use resulting from the assignment of additional staff, such as nutrition services, school safety, and custodial, shall be charged to the holder of the Facility Use Permit. At the discretion of the school administrator, costs may be assumed by the school.
  5. MPS Safety personnel may be requested at the discretion of the school or district administrator. Unless otherwise provided for in Administrative Policy 5.02, groups may not provide their own safety or security.
  6. Any school or district administrator wishing to waive fees for costs incurred by the permitted use of a school district facility may do so by providing his or her school or department budget code and assuming all costs.
  7. Requests for changes to, or the cancellation of, an issued permit must be received by the Office of Operations, Department of Recreation and Community Services, no later than 48-hours prior to the permitted time of facility use. Requests for cancellations by a permit holder in excess of five times in a three-month period will trigger a review of all current and pending permits by that permit holder and may result in revocation of permits. Failure to submit proper notice of cancellation may result in the assessment of fees and/or revocation of current and future permits.
  8. Admission ~~for or other fees may not be charged; however, requests for donations are permissible~~ only if permission to charge such admission or fees is granted by the Office of Operations, Department of Recreation and Community Services. Any admission and/or fees to be charged shall be disclosed on the Use of School Facilities Waiver Application. Permission to charge admission and/or fees shall be granted only if the profit-making use benefits Milwaukee Public Schools or a charitable organization, or is for a purpose that serves the public good. Unless otherwise authorized by the District, the sale of concessions is prohibited. In the event authorization is given, ~~concessions must be sold at cost and may result in~~ additional fees may be charged to the permit holder as they relate to set-up and clean-up.
  9. A certificate of insurance providing liability insurance coverage shall be required for the use of a school gymnasium, field house, multi-purpose room, classroom, cafeteria, auditorium, or kitchen. The certificate shall name the Milwaukee Board of School Directors as additional insured and certificate holder for the term of the activity.
  10. A minimum of three weeks' notice shall be required to obtain a Facility-Use Permit.
  11. Revocation or non-renewal of permits by the issuing party may be appealed by the requestor to the Office of the Superintendent in written form. The Superintendent or designee shall review the circumstances surrounding the denial and shall render a final opinion on the appeal as to acceptance or rejection of the request for facility use.
  12. Information regarding the fee schedule for facility use is available on the MPS website. Fees will be reviewed with the annual budget process and adjusted accordingly.
  13. The Office of Operations, Department of Recreation and Community Services, may require prepayment of fees for facility use.

**(b) Indoor Facilities**

1. Indoor Facility Use Permits, defined as permits issued by the Office of Operations, Department of Recreation and Community Services, and approved by the school administrator for the use of district-owned indoor facilities, shall be issued to community groups, including groups of individuals, for the use of school buildings, provided that the meeting is open to the public and free; that the school administrator certifies that the meeting does not conflict with district-related activities; and that the charges for such use, as determined by the Board, are paid upon billing.

2. Use of school regular classrooms, libraries, or permanent cafeterias during “hours for free meeting use” shall be authorized by the school administrator. Upon approval, the school administrator shall provide the requestor with the appropriate rules and instructions for such use and direct applications to the Office of Operations, Department of Recreation and Community Services, to issue a Facility Use Permit.

3. Requests for use of school kitchens must be received by the Office of Operations, Department of School Nutrition Services, at least ten (10) business days prior to the intended use. Kitchen use shall not interfere with the preparation, serving, or clean-up of school programs such as breakfast, lunch, or dinner. All permit holders shall abide by such terms and conditions as may be established by the Office of Operations, Department of School Nutrition Services. The permit holder shall be responsible for any theft or damage claims arising out of its activities.

4. Use of school swimming pools is prohibited due to risk of liability to the District and community.

5. Occupancy of corridors is in violation of fire department regulations. Corridors shall be kept free from obstruction at all times.

6. All fees charged for Indoor Facility Use Permits will be billed by the Office of Operations, Department of Facilities and Maintenance. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

7. There will be no charge for community use of school district facility meeting rooms at times designated within the hours for free meeting use. If, however, the facility use requires district personnel for set-up or clean-up, a minimum fee of one (1) hour will be charged.

**(c) Outdoor Facilities**

1. The use of outdoor district facilities, including, but not limited to, playfields and field houses, shall be authorized by the Office of Operations, Department of Recreation and Community Services.

a. Port-a-lets are available upon request of the permit holder and at the discretion of the Office of Operations, Department of Recreation and Community Service, which will arrange for the delivery and pick-up of port-a-lets. Charges incurred will be invoiced to the permit holder. Permit holders may not provide their own port-a-lets.

b. The use of electricity from field houses to power outside equipment is prohibited. Permit groups must provide their own generators.

c. Keys for MPS outdoor facilities are distributed at the discretion of the Office of Operations, Department of Recreation and Community Services, and only to permit groups that have an established partnership with the Office of Operations, Department of Recreation and Community Services, and a signed Partnership Agreement on file. Groups eligible for a Partnership Agreement include official neighborhood associations, youth-serving non-profit organizations, and governmental agencies. Keys are issued only with a current permit and are collected when the permit expires.

2. All fees charged for Outdoor Facility Use Permits will be billed by the Office of Operations, Department of Recreation and Community Services. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

**(d) School Stadiums**

1. Use of school stadiums shall be made available for non-district use only when it does not conflict with school district-sponsored events and at the discretion of the Office of Operations, Department of Recreation and Community Services.

a. A maintenance fee will be charged to all permit groups using stadium locations.

b. At the discretion of the Department of Recreation and Community Services, a MPS building engineer may be assigned. In the event that a MPS building engineer is assigned, permit holder will be billed by the Office of Operations, Department of Facilities and Maintenance Services.

2. Fees charged for Stadium Facility Use Permits and event staff will be billed by the Office of Operations, Department of Recreation and Community Services. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

**(4) Use by Institutions of Higher or Continuing Education**

1. Institutions of higher or continuing education that charge tuition shall be required to obtain a Facility Use Permit from the Office of Operations, Department of Recreation and Community Services, shall provide a certificate of liability insurance naming the Milwaukee Board of School Directors as “additional insured” under the appropriate insurance coverage, and are subject to the same general provisions and fees as outlined under section (3)(a), Use by Community, above.

2. All fees charged for Indoor Facility Use Permits will be billed by the Office of Operations, Department of Facilities and Maintenance. A minimum of one (1) hour will be charged for set-up and clean-up time in addition to permitted facility use time; portions of an hour will be charged in quarter-hour increments.

**(5) Public Forum Meetings**

1. Groups may request the use of school facilities for speaker, panel, round table, debate, or discussion programs of the forum type on economic, social, and political subjects upon petition as hereinafter provided. The school administrator must certify that these gatherings do not interfere with the programs of the regular school day or the Office of Operations, Department of Recreation and Community Services, programs.

2. The Office of Operations, Department of Recreation and Community Services, shall issue a permit after acquiring the written request and the appropriate certificate of insurance naming the Milwaukee Board of School Directors as “additional insured” under the insurance coverage.

3. The form of petition shall be presented at least three (3) weeks prior to the date of the meeting. The person whose signature appears on the petition shall be considered spokesperson of the petitioning group. The spokesperson shall be responsible for the preliminary arrangements and program.

4. The public may be given an opportunity to share the use of the platform for a discussion of “the subject of the evening.” If the subject of the evening is one of political interest to be discussed by any political candidate for election, then all candidates for the particular office involved shall be eligible to take part in the program, but such candidates shall appear normally.

5. The petition shall contain, in addition to the time and place of the meeting, the subject or subjects to be discussed, together with the type of gathering to be held — speaker, panel, round table, debate, or discussion from the floor without platform preliminaries.

6. Petitions will be considered in the order of filing.

7. The Office of Operations, Department of Recreation and Community Services, shall, if requested, assist the petitioner in obtaining a moderator to be in charge of the program.

8. The Department of Recreation and Community Services shall arrange for the services of such help as may be needed to conduct and supervise such meetings and to

perform the custodial work connected therewith. All costs for services shall be borne by the petitioner in accordance with the fee schedule for facility use by the community.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.02, Use of School Facilities

#### **Fiscal Impact Statement**

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This item does not authorize expenditures.

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

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

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

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Your Committee recommends that the Board approve the proposed changes made to Administrative Policy 5.02, Use of School Facilities, and Administrative Procedure 5.02, Use of School Facilities, as presented in this item.

*Adopted with the roll call vote to approve the balance of the Committees' 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 Resolution 1718R-010 by Director Bonds to Create a City-wide Computer Science Program at Barack Obama School of Career and Technical Education**

##### **Background**

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At its meeting on October 26, 2017, the Board referred Resolution 1718R-010 by Director Bonds to create a city-wide computer science program at Barack Obama School of Career and Technical Education 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.

### **Administration's Analysis**

Resolution 1718R-010 is well-aligned to the goals of a current grant, Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS). This grant-funded project began August 15, 2016, and ends July 31, 2019. The award is from the National Science Foundation to Marquette University, with a portion of the funding provided directly to MPS. The team involved in implementing the grant includes members from universities, the Wisconsin-Dairyland chapter of the Computer Science Teachers Association (CSTA), and teachers and administrators from MPS.

The PUMP CS grant has the ultimate goal of providing access to the AP Computer Science Principles (AP CSP) course at all Milwaukee high schools by 2020. Based on this close alignment, the Administration is in agreement with the spirit of the resolution and is recommending its adoption with minor amendments.

In alignment with the resolution and as part of the grant, a math teacher at Obama School of Career and Technical Education will receive training in the summer of 2018 to teach Exploring Computer Science next school year (2018-19). In addition, Obama is currently exploring opportunities to add Computer Science Fundamentals at the K-5 level and Computer Science Discoveries at the 6-8 level.

The project's goals and outcomes are to prepare at least 45 high-school teachers across the district for classroom placement with both professional development and endorsements to effectively teach the AP CSP national computer science curricula by 2020 school year.

Scaffolding must be in place for teachers and their students to be successful. Students must have access to preparatory CS courses in earlier grades if they are to succeed in large numbers in the AP CSP course in high school. Thus, the grant has the following sub-goals:

1. to prepare at least 45 MPS teachers to teach Exploring Computer Science (ECS), an introductory high-school computer science course that is important as preparation for AP CSP;
2. to prepare at least 54 middle-school (6<sup>th</sup>-8<sup>th</sup> grade) teachers to offer computer science in MPS;
3. to prepare at least 75 elementary-school teachers to offer computer science in MPS; and
4. to prepare at least 12 undergraduate computing majors to lead after-school coding clubs in MPS.

To date, approximately 100 K-5 teachers have been trained in Computer Science Fundamentals (CSF), 13 sixth- to eighth-grade teachers have been trained in Computer Science Discoveries, 12 high-school teachers have been trained in Exploring Computer Science, two teachers have been trained in Computer



Science Principles in preparation for teaching AP CSP, and five teachers have been trained in Teaching Computer Science to improve pedagogy.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.29, Technology Planning and Resources Use

### **Fiscal Impact Statement**

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

### **Implementation and Assessment Plan**

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Upon approval by the Board, Resolution 1718R-010 will be implemented.

### **Committee's Recommendation**

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Your Committee recommends that the Board adopt Resolution 1718R-010 by Director Bonds to create a city-wide computer science program at Barack Obama School of Career and Technical Education, with the Resolved portion of the resolution to be amended as follows:

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science programming ~~to be located~~ at Barack Obama School of Career and Technical Education and throughout the district in alignment with the Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) grant and be it

FURTHER RESOLVED, That the new computer science programming 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 programming 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 programming begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a an update on the plan for implementation of the new computer science programming to the Board no later than the ~~February~~ September 2018 Board cycle.

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

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**(Item 2) Action on Resolution 1718R-015 by Director Voss Regarding District-wide Assessment Results**

**Background**

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At its meeting on December 21, 2017, the Board referred Resolution 1718R-015 by Director Voss, regarding district-wide assessment results, to the Committee on Student Achievement and School Innovation.

Resolution 1718R-015

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools provides that “MPS will be among the highest student-growth systems in the country”; and

WHEREAS, The mission of Milwaukee Public Schools provides that “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, MPS has identified three goals that are essential to the accomplishment of the MPS’s vision and mission, the first being academic achievement; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that “Leadership, educator development, and child-driven, data-informed decision making are keys to student achievement”; and

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

WHEREAS, The MPS Eight Big Ideas operational plan includes closing the gap as a strategic objective in the area of academic achievement;

WHEREAS, In closing the gap, Milwaukee Public Schools aims to be a national model of excellence in educating all students by providing a rigorous academic program that ensures equitable opportunities for all children to reach their full potentials; and

WHEREAS, Administrative Policy 2.16, District Accountability Systems, states that “the primary purpose of the district Accountability System is to provide information to improve the capacity of schools to continually increase the academic performance of all students”; and

WHEREAS, Administrative Policy 7.38, Balanced Assessment System, states that “the district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research”; and

WHEREAS, the Milwaukee Board of School Directors is committed to full transparency and accountability to the constituents of the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board direct the Administration to report district-wide assessment results to the Board through the Committee on Student Achievement and Innovation on a triannual basis; and be it

FURTHER RESOLVED, That the assessment report include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, district, and school components;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment report be brought to the Board no later than the February 2018 Board cycle.

**Administration’s Analysis**

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The Administration is recommending amendments to the resolution: First, the Administration recommends that the assessment system be reviewed every three years to make certain MPS continues to minimize the amount of testing to what is essential. Additionally, reports to the Board occur annually that

align to the availability of specific data. Below is a tentative assessment report schedule. This schedule may change based on release dates of data or embargoes.

<b>Assessment</b>	<b>Report Date</b>
NAEP (biennial in even years)	January
Gifted & Talented Identification Data	February
No Reports	March
No Reports	April
ACCESS	May
Year-end Data — Universal Screening in Early Literacy, Reading, and Math	June
No Reports	July
ACT Aspire & ACT WorkKeys	August
Post-Secondary Enrollment Data and ACT Graduate Data	September
No Reports	October
State Assessment Data (Forward, DLM, & ACT)	November
State School Report Cards	December

This calendar is dependent on the availability of data currently, but may change based on release dates and embargoes.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.38, Balanced Assessment Systems

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, reporting per this resolution will begin in May 2018.

**Committee’s Recommendation**

Your Committee recommends that the Board adopt Resolution 1718R-015 by Director Voss, regarding district-wide assessment results, with the Resolved portion amended as follows:

RESOLVED, That the Board direct the Administration to evaluate the report district-wide assessment ~~results system and report~~ to the Board through the Committee on Student Achievement and Innovation on a ~~triannual-triennial~~ triennial basis; and be it

FURTHER RESOLVED, That the assessments results be made available to and/or reported annually to the Board, to include, but not be limited to, results that are to be:

- derived from assessments conducted as part of the MPS Balanced Assessment System, including national, state, and district assessments,~~and school components~~;
- compared with previous reporting periods; and
- disaggregated by grade, gender, disability status, English-learner status, economic status, race, ethnicity, or other relevant representations of the data; and be it

FURTHER RESOLVED, That the first assessment reporting ~~be brought~~ to the Board will occur during the no later than the February May 2018 Board cycle.

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

\* \* \* \* \*

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

Your Committee reports having received the following report (with attachments presented under separate cover) from the Administration.

**Background**

The Transformation Network is an innovative and differentiated approach of using an equitable lens to allocate district resources, supports, and opportunities based on the needs of all stakeholders in the district.

In October of 2016, Milwaukee Public Schools began to use the School Quality Review (SQR) process with 42 schools identified as “fails to meet expectations” on the Wisconsin Department of Public Instruction (DPI) state report card.

The School Quality Review is used to reflect on school performance, to engage in dialogue to identify strengths and opportunities, and to determine what interventions, if any, are best suited for school turnaround.

**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

\* \* \* \* \*

**REGULAR ITEMS OF BUSINESS****(Item A) Reports of the Board’s Delegates**

The Board received the report of the delegates to the Milwaukee Education Partnership (MEP), the MPS Head Start Policy Council, and the Title I District Advisory Council (DAC).

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

This report will be presented at the next regular meeting of the Board.

\* \* \* \* \*

**COMMUNICATIONS AND PETITIONS****(Item 1) Communication 1718C-003 Regarding Financial Education****Background**

The Office of Board Governance has received the attached communication from Mr. Bob Wynn requesting a hearing regarding the racial wealth gap, financial education, and community wealth creation.

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

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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Board Rule 1.10, Communications, Petitions, Resolutions for Referral

*The communication was referred to the Superintendent.*

\* \* \* \* \*

**RESOLUTIONS**

Two resolutions were presented for referral.

Resolution 1718R-017

by Director Woodward

WHEREAS, The Milwaukee Public Schools' Strategic Plan states as a goal that, "School communities work together for improvement of academic achievement"; and

WHEREAS, Grant Gordon was born in Houston, Mississippi, on February 17, 1917, relocated with his family to South Beloit, Illinois, in December 1917, and graduated from South Beloit High School in 1935; and

WHEREAS, Grant Gordon moved to Milwaukee and attended Milwaukee State Teacher's College (now University of Wisconsin-Milwaukee), where he received a bachelor's degree in 1940; and

WHEREAS, In 1940 Grant Gordon joined the US Army, became a 1<sup>st</sup> Lieutenant, and took part in the D-Day Invasion of Normandy on June 6, 1944; and

WHEREAS, Grant Gordon was hired as a teacher at the former Fourth Street School in 1944; and

WHEREAS, After returning to Milwaukee, Grant Gordon enrolled in Marquette University and received a master's degree in Education; and

WHEREAS, In 1960, Grant Gordon was the first African-American to become a principal in MPS, leading Garfield Avenue School; and

WHEREAS, In 1968, Grant Gordon became an Administrative Specialist in the Central Office; and

WHEREAS, In 1976, Grant Gordon became the General Assistant to the Superintendent; and

WHEREAS, In 1979, Grant Gordon initiated and administered Project RISE (Rising to Individual Scholastic Excellence) in 20 schools; 18 elementary, and two middle schools that served predominantly low-income and minority students; and

WHEREAS, Project RISE was based upon three assumptions:

- All children, regardless of family background, race, or socio-economic status, can acquire basic skills;
- Inappropriate school expectations, norms, practices, and policies account for the underachievement of low-income and minority students;
- The literature on effective schools and classrooms has identified expectations that are associated with high achievement, and it is reasonable for schools to emulate those characteristics; and

WHEREAS, Project Rise was coordinated at the district level by Grant Gordon, and at the heart of each of the 20 schools was a plan for implementation of the essential elements derived primarily from research and literature on school and teacher effectiveness and from correspondence and communication with practitioners from instructionally-effective schools; and

WHEREAS, The essential elements were interrelated and were as follows:

- school climate
- curriculum
- instruction
- coordination of supportive services
- evaluation
- parent and community support; and

WHEREAS, Grant Gordon received recognition for Project RISE from the Department of Education; and

WHEREAS, Grant Gordon was a mentor to many young African-American professionals, many of whom went on to attain significant positions within the district; and  
WHEREAS, Grant Gordon retired from Milwaukee Public Schools in 1981 and enjoyed his retirement until his passing in November 2003; now, therefore, be it  
RESOLVED, That the Milwaukee Board of School Directors directs the Administration to explore the renaming of a school in recognition of Grant Gordon's contributions to the education of low-income and minority students in the Milwaukee Public Schools system; and, be it  
FURTHER RESOLVED, That the Administration is to identify a suitable school and provide the Board with an update regarding the selection of the school and the name change by the April 2018 Board cycle.

*This item was referred to the Committee on Accountability, Finance, and Personnel.*

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Resolution 1718R-018

by Director Woodward

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and  
WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and  
WHEREAS, The Board has established priorities for programs that directly address identified areas of need for targeted student populations within the district and to replicate currently successful schools, as well as to accept high-quality or innovative charter school petitions and proposals outside of these priority areas;  
WHEREAS, Since charters were established in the district, the needs of the students have changed and the types of programs offered have also changed;  
WHEREAS, With all of the changes since first chartering in MPS, it is necessary to have a uniform method for identifying district and student program needs; and  
WHEREAS, An active inventory of current programming will allow the district to identify successful programs that might be replicated, and to capture some of the innovative strategies that can be shared with MPS traditional school communities; now, therefore, be it  
RESOLVED, That before the Board considers any additional charter school proposals or petitions, the Administration work with the Office of Board Governance to determine the district's needs for new school programs; and be it  
FURTHER RESOLVED, That, once this review has been completed, the Administration and the Office of Board Governance submit to the Board for its approval their recommendations both of the type of programs and partnerships to be pursued, as well as any recommendation for revisions to the Board's policies and procedures.

*This item was referred to the Committee on Student Achievement and School Innovation.*

The Board adjourned at 8:19 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
FEBRUARY 27, 2018**

Special meeting of the Board of School Directors called to order by Vice President Miller at 5:39 PM.

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

Director Voss joined the meeting at 5:42 PM.

The Board Clerk read the following call of the meeting:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 PM. on Tuesday, February 27, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of reviewing current and developing new strategies relative to the negotiations of pending and future charter school contracts.

Pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, the Board may retire to executive session to consider this item.

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Falk moved to retire to Executive Session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, and Woodward — 7.  
Noes — 0.

The Board retired to Executive Session at 5:44 PM.

The Board adjourned from Executive Session at 8:10 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk