

## Resolution 1819R-006

### By Director Voss

WHEREAS, The Milwaukee Board of School Directors is committed to attracting and retaining the most effective staff possible for all schools and departments; and

WHEREAS, Administrative Policy 1.05, Recognition for Accomplishment, states, "The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members"; and

WHEREAS, Administrative Policy 1.05 further states, "It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the Department of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the district at the following intervals in their careers"; and

WHEREAS, Administrative Policy 1.05 also states, "Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file"; and

WHEREAS, Administrative Policy 1.05 has not been implemented with consistency or fidelity; now, therefore, be it

RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors reaffirm Administrative Policy 1.05, Recognition for Accomplishment; and be it

FURTHER RESOLVED, That Administrative Policy 1.05 be amended to include recognition for length of service at three and five years of service and every five years thereafter; and be it

FURTHER RESOLVED, The Administrative Policy 1.05 be amended to include an annual report, to be brought to the Board under the Awards and Commendations section of the agenda for the Board's regular meeting, to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service; and be it

FURTHER RESOLVED, That the Board direct the Administration to allocate funds ~~during the October 2018 budget adjustment~~ as part of the FY20 proposed budget to support full implementation of Administrative Policy 1.05, beginning on ~~January~~ March 1, 2019; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to establish a companion procedure outlining implementation of Administrative Policy 1.05, to be brought to the Board for referral no later than the ~~December 2018~~ January 2019 board cycle for implementation beginning ~~January~~ March 1, 2019.

*August 30, 2018*