

# Audit of District Excessing

March 19, 2019



**MILWAUKEE  
PUBLIC SCHOOLS**

**Presenters:** Evangeline (Leia) Scoptur, J.D., *Interim Chief Human Resources Officer*  
Matt Chason, *Manager, Office of Accountability & Efficiency*

Dr. Keith P. Posley, Ed.D.  
*Superintendent*

# Resolution 1819-010

---

- Perform an audit of district excessing policies, practices and history through an equity lens
- Report back by March 2019
- This is an initial report with final to appear no later than May 2019

# Overview

---

## Historical Teacher Contract Language

### – Reduction in Enrollment

1. Qualified Volunteers
2. Years of service in the Milwaukee system  
(Most recently appointed to school system reassigned first)
3. Departmental, necessary extracurricular, kindergarten, primary intermediate, or upper grade level needs prevail

(2007-2009 MTEA Teacher Contract)



# Current Practice

---

## Teacher Reduction

1. Volunteer in area of certification
2. Substitute teacher in vacancy
3. Supplemental teacher
4. Permit teacher
5. Intern teacher
6. Fully certified teacher by seniority in licensure area

# Current Practice

---

## Classified Staff Reduction

1. Volunteer by job classification
2. Least senior staff in classification (based on district seniority)

# Roles and Responsibilities

---

## Human Resources

- Provides seniority lists to School Administrators
- Manages staff exchange process
- Provides oversight, training, and verification of excess selections

## School Administrators

- Budget within FTE allocation based on enrollment
- Make excessing selections



# Excessing Timelines and Cycles

---

## Fall Cycle

- Budget adjustments based on 3<sup>rd</sup> Friday enrollment counts
- Excessing followed by staff exchange in October

## Spring Cycle

- Forward looking based on next year's budget
- Staff exchange in March/April/May to reassign staff for the following school year

# Recent Updates

---

## Principal Training

- Non-Discrimination/Non-Biased Interviewing and Consensus Based Decision Making

## Enrollment Projections

- Overly optimistic projections created more excessing situations
- For FY20 budget process, enrollment projections held to FY19 3<sup>rd</sup> Friday counts

# Examination of Equity

---

## Considerations

- Excessing criteria
- A school's individual sensitivity to enrollment/  
programming changes
  - Location
  - Programming
  - Population
- Strategies to decrease sensitivity to factors

# Thank you!

---

