

**(ATTACHMENT 2) ACTION ON REQUEST TO WAIVE ADMINISTRATIVE POLICY 3.09(9)(e)  
AND ISSUE A PROFESSIONAL SERVICES CONTRACT TO ALVERNO COLLEGE**

Contract Requisition Number: CR053660  
Contract Number: C030315  
Vendor Number: V013063

**MILWAUKEE BOARD OF SCHOOL DIRECTORS  
PROFESSIONAL SERVICES CONTRACT**

This Contract is being entered into this 18<sup>th</sup> day of December 2021, by and between Alverno College, a non-stock corporation organized pursuant to Wisconsin state statutes (“Contractor”) and Milwaukee Board of School Directors (“MPS”).

**1. SCOPE OF SERVICES**

Contractor shall specifically perform the following tasks:

**I. Contractor shall**

- a. In collaboration with MPS, offer the Contractor’s Higher Learning Commission (HLC) accredited and Wisconsin Department of Public Instruction (DPI) approved undergraduate Bachelor of Science in Education K-9, ESL with supplemental bilingual endorsement program to MPS employees at the rate of \$325 per credit plus a one-time comprehensive program fee of \$500 per participant. Expenses for books and materials vary from semester to semester and are not included in this fee or tuition. Contractor will make every effort to minimize book and material costs. A detailed description of the Program of Study is set forth in Exhibit A. Only participants admitted to the program in the January 2022 start and who make consistent progress toward the requirements of the program will receive the terms and rates of this agreement. Additional cohorts will be addressed through an addendum or new contract. The maximum number of students to enroll in this specific program shall not exceed 22 students through the duration of the Term.
- b. Provide Contractor faculty and adjunct instructors appropriately credentialed to teach the curriculum, their evaluation tools, training and on-going continuous support needed to effectively deliver Contractor’s courses to the participants enrolled in Contractor’s Bachelor of Science in education program.
- c. Administer all hiring, record keeping, and payroll requirements for adjunct instructors including but not limited to keeping record of credentials and administering any necessary background checks.
- d. Provide the program with all facilities and resources to conduct instruction.
- e. Promote, with the support and assistance of the MPSU/HR Representative, the Programs by scheduling informational meetings virtually and/or at multiple MPS locations during teacher-convenient hours.
- f. Provide admissions, registration, orientation and advising for MPS employees enrolling in the Master of Arts in Education program. Contractor will work with MPS employees to enroll in the graduate programs and provide transcript review to ensure appropriate transfer credits are applied and that qualifications for the program requirements are met before enrollment. If MPS employees already hold initial licensure, Contractor will provide MPS employees with the opportunity to enroll in the urban education licensure sequence to meet the requirements of the Master of Education.
- g. Provide MPS with academic information of MPS employees enrolled in the program in accordance with FERPA guidelines.
- h. Contractor’s Program Director will maintain regular communication with the MPSU/HR Representative and attend monthly collaborative meetings to provide feedback and status reports.
- i. Evaluate instructors at the conclusion of each course and provide feedback for improved instruction when necessary.
- j. Collaborate with MPS in providing appropriate practicum experiences, which will lead to candidate’s eligibility to securing individual licensure.
- k. Collaborate with MPS to ensure that Program candidates will be prepared to succeed in state-mandated assessments.
- l. Manage any mandated reporting requirements and provide information necessary for periodic progress reports and site visits as needed. Such information may include, but not be limited to, course completion rates, graduation rates, attendance, certification rates, faculty information and demographic data of participants.
- m. Collaborate with MPS in creation of continuous quality improvement process that is supported by data collected with each cohort.

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- n. Any press releases or public dissemination of information about this Contract shall require prior written notice and approval of MPS's Executive Director of Communications & Outreach.
- o. Contractor's courses will be delivered on a schedule created by the Contractor, in conjunction with MPS to ensure accordance with term start and end dates and allowing employees to work toward Program completion in an expeditious manner.

Contractor shall provide, at its own expense, all personnel required to perform the services under this Contract.

II. MPS shall perform the following:

- a. Work in cooperation with Contractor to establish a MPS-sponsored delivery of its Programs, allow qualified MPS employees the opportunity to participate in Contractor's Programs, led by Contractor faculty at a fixed cost per credit.
- b. Work with Contractor to identify the best schedule to both accommodate participant schedules and allow cohorts to work toward Program completion in an expeditious manner.
- c. Identify qualified applicants who enroll in the Master of Arts in Education K9, ESL, bilingual program in order to provide optimal learning environment for MPS participant cohorts. If candidates already hold initial licensure, Contractor will provide participants with the opportunity to enroll in the urban education licensure sequence to meet the requirements of the Master of Education.
- d. Identify for Contractor prospective adjunct instructors from within MPS. To be considered for the positions, those qualified MPS staff members must have:
  - i) A minimum of a Master's Degree, current licensure and appropriate certification in the field in which s/he will be teaching;
  - ii) A minimum of three years of experience in the field in which s/he will be teaching;
  - iii) A curriculum vita for submittal to Contractor;
  - iv) Official transcripts listing degrees earned BA or BS, MA or MS, and Ph.D., as applicable for submittal to Contractor;
  - v) Successful completion of background check administered by Contractor.
- e. Coordinate Contractor's informational meetings at multiple MPS locations or virtually during teacher-convenient hours, which coordination shall include securing facilities, at no cost to Contractor, promoting attendance, and serving as a liaison for MPS inquiries about the Program.
- f. MPS' Professional Training Manager will maintain regular communication with Contractor's Program Director and attend monthly collaborative meetings to provide feedback and status reports.
- g. Support any practicum requirements by securing appropriate MPS sites using the Contractor's criteria, ensuring that all MPS practicums meet the minimum qualification requirements set forth by the State and Contractor.
- h. Any press releases or public dissemination of information about this addendum to this Contract shall require prior written notice and approval by the Contractor's Executive Director of Marketing and Communications.
- i. MPS agrees that all intellectual property rights in and to all documents, work product, and other materials and information that are delivered to MPS or MPS employees by Contractor under or in connection with this Contract or prepared by or on behalf of Contractor in the course of performing the Services shall be and remain exclusively the property of the Contractor. No intellectual property is being transferred or licensed by Contractor to MPS hereunder, in whole or in part.
- j. Assist any Contractor program evaluation by sharing MPS demographic information and relevant data.

**2. TERM**

This Contract shall be in effect from January 1, 2022 through January 31, 2025.

**No work** shall commence before a Contractor receives a fully executed Contract and has been given approval to proceed. Any work performed by the Contractor prior to obtaining a fully-executed Contract with approval to proceed shall not be compensated

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pursuant to this Contract. Any continuation of the Contract beyond this term must be set forth in writing and signed by the original signatories to the Contract.

**3. COMPENSATION**

Total compensation under this Contract shall not exceed \$141,750.00.

MPS reserves the right to determine in its sole discretion whether services have been adequately and fully delivered; to withhold payment until services are fully and adequately delivered; or to disallow a pro rata share of payments for services not fully and adequately delivered.

Milwaukee Public Schools does not pay in advance for services. No payment shall be made until a properly submitted invoice is approved. Invoices shall be submitted to:

Milwaukee Public Schools  
ATTN: Tersia Folaron  
921 W Meinecke Ave  
Milwaukee, WI 53206

A properly submitted invoice must include a detailed description of the dates and times worked, and the tasks performed. As a matter of practice, MPS attempts to pay all invoices in 30 days. It is mutually agreed that State Prompt pay law does not apply to this Contract.

Unless otherwise specified, MPS shall not pay invoices submitted more than 60 days after actual work. In the case of grant funding, no payments shall be made after grant close out. Final invoices must be marked as such.

**4. NON APPROPRIATION OF FUNDS**

This Contract is contingent upon the appropriation of sufficient funds by appropriate MPS officials. If funds are not appropriated, Contractor agrees to take back any commodities furnished under the Contract, terminate any services supplied to MPS under the Contract, and relieve MPS of any further obligations under the Contract.

**5. NON-DISCRIMINATION**

In the performance of work under this Contract, Contractor shall not discriminate in any way against any employee or applicant for employment on the basis of a person's sex, race, age, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, disability, or socio-economic status. This prohibition includes but is not limited to employment; promotions, demotions and transfers; recruitment; advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeships. Contractor is required to include a similar provision in all subcontracts to this Contract.

If MPS determines Contractor has violated this non-discrimination policy, MPS may terminate this Contract without liability for undelivered services or materials. MPS may also deem the Contractor ineligible to participate in future contracts with MPS.

**6. INDEMNITY**

Notwithstanding any references to the contrary, Contractor assumes full liability for all of its acts or omissions in the performance of this Contract, as well as the acts or omissions of its subcontractors. Contractor shall indemnify and hold harmless MPS, its agents, officers and employees against all liabilities, losses, judgments, decrees, costs, and expenses that may be claimed against MPS as a result of granting of this Contract to said Contractor, or that may result from the carelessness or neglect of said Contractor, its agents, or employees. If judgment is recovered against MPS in suits of law or equity for any reason, including by reason of the carelessness, negligence, or acts or omissions of the Contractor, against such persons, firms or corporations carrying out the provisions of the Contract for the Contractor, the Contractor assumes full liability for such judgment, not only as to any monetary award, but also as to the costs, attorneys' fees or other expenses resulting therefrom.

In accordance with applicable laws, MPS shall be responsible for defending and paying judgments on behalf of its officers, employees and agents while acting within the scope of their employment or agency for any claims that may arise out of MPS's negligence for acts, policies, or directives that affect the activities covered by this Contract.

**7. BACKGROUND CHECKS**

Contractor will conduct, at Contractor's expense, a criminal information records background check, (hereinafter referred to as "background check"), through the Wisconsin Department of Justice and other appropriate states' agencies, on all current and

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potential administrators, board members, officers, and employees who have, or who are anticipated to have, “direct, unsupervised contact” with MPS students in the performance of this Contract.

An out of state background check should be completed in the state(s) in which the individual resided for at least six months within the last two years and was eighteen years or older at the time.

Contractor will submit to MPS’s Department of Employment Relations (DER), (via mail to Milwaukee Public Schools Background Checks, Attn: Department of Employment Relations, Room 116, 5225 West Vliet Street, Milwaukee, WI 53208, or via email at [564@milwaukee.k12.wi.us](mailto:564@milwaukee.k12.wi.us)), all completed background checks. Such records will be reviewed and MPS will notify Contractor of any individual(s) who, based on MPS standards, are unfit and should not have contact with MPS students. All determinations made by MPS with regards to whether an individual is fit to provide services pursuant to this Contract are made in MPS’s sole discretion.

The following will each be a material failure to comply with the terms of this Contract and cause for immediate termination of this Contract by MPS: failure to perform background checks as outlined in this Section 7; failure to submit background checks to MPS as outlined in this Section 7; allowing services to be provided by an individual who has not be subjected to a background check; and allowing services to be performed by an individual who has been determined to be unfit by

**8. INSURANCE AND PROOF OF FINANCIAL RESPONSIBILITY**

Contractor understands and agrees that financial responsibility for claims or damages to any person, or to Contractor’s employees and agents, shall rest with the Contractor. Contractor and its subcontractors shall effect and maintain any insurance coverage, including, but not limited to, Workers’ Compensation, Employers’ Liability, General Liability, Contractual Liability, Automobile Liability and Umbrella Liability to support such financial obligations. The indemnification obligation, however, shall not be reduced in any way by existence or non-existence, limitation, amount or type of damages, compensation, or benefits payable under Workers’ Compensation laws or other insurance provisions.

The minimum limits of insurance required of the Contractor by MPS shall be:

Workers’ Compensation	Statutory Limits
Employers’ Liability	\$100,000 per occurrence
General Liability	\$1,000,000 per occurrence/\$2,000,000 aggregate
Auto Liability	\$1,000,000 per occurrence
Umbrella (excess) Liability	\$1,000,000 per occurrence

The Milwaukee Board of School Directors shall be named as an additional insured under Contractor’s and subcontractors’ general liability insurance and umbrella liability insurance. Evidence of all required insurances of Contractor shall be submitted electronically to MPS via its third party vendor, EXIGIS Risk Management Services. Waivers and exceptions to the above limits will be in the sole discretion of MPS and shall be recorded in the EXIGIS system, which records are incorporated into this Contract by reference. The certificate of insurance or policies of insurance evidencing all coverages shall include a statement that MPS shall be afforded a thirty (30) day written notice of cancellation, non-renewal or material change by any of Contractor’s insurers providing the coverages required by MPS for the duration of this Contract.

**9. SHIPPING /TAXES**

If goods are provided pursuant to this Contract, please note that MPS is exempt from Federal Excise and Wisconsin Sales Taxes. All vendor quotes, bids and invoices must include delivery FOB destination to the MPS location receiving the goods and freight must be prepaid. This means any freight, shipping, processing, handling or like charges must be part of a unit price. Any separate line items for freight, shipping, processing, handling or like charges listed on an invoice will be deleted and NOT PAID.

All textbook purchases shall be governed by the terms and conditions in the Milwaukee Board of School Directors’ Textbook Contract, which provides that textbooks shipped to MPS or its schools must be done at no additional charge to MPS or its schools.

MPS reserves the right to reject any items that do not conform to the bid, quote or Purchase Order. All return freight charges associated with the rejected materials shall be borne by the vendor.

**10. IRREPARABLE HARM**

It is mutually agreed the breach of this Contract on Contractor’s part shall result in irreparable and continuing damage to MPS for which money damages may not provide adequate relief. Therefore, the breach of this Contract on Contractor’s part shall entitle

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MPS to both preliminary and permanent injunctive relief and money damages insofar as they can be determined under the circumstances.

**11. TERMINATION BY CONTRACTOR**

Contractor may, at its option, terminate this Contract upon the failure of MPS to pay any amount, which may become due hereunder for a period of sixty (60) days following submission of appropriate billing and supporting documentation. Upon said termination, Contractor shall be paid the compensation due for all services rendered through the date of termination including any retainage.

**12. TERMINATION BY MPS - BREACH BY CONTRACTOR**

If Contractor fails to fulfill its obligations under this Contract in a timely or proper manner, or violates any of its provisions, MPS shall thereupon have the right to terminate it by giving five (5) days written notice before the effective date of termination of the Contract, specifying the alleged violations, and effective date of termination. The Contract shall not be terminated if, upon receipt of the notice, Contractor promptly cures the alleged violation with five (5) days. In the event of termination, MPS will only be liable for services rendered through the date of termination and not for the uncompleted portion, or for any materials or services purchased or paid for by Contractor for use in completing the Contract.

**13. TERMINATION BY MPS OR CONTRACTOR**

MPS and the Contractor further reserves the right to terminate this Contract at any time for any reason by giving Contractor or MPS written notice by Registered or Certified Mail of such termination. Both parties will attempt to give 20 days' notice, but reserves the right to give immediate notice if said actions of other party are detrimental to the party requiring immediate notice or in violation of Section 7 or 25 of this Contract. In the event of said termination, Contractor shall reduce its activities hereunder, as mutually agreed to, upon receipt of said notice. Upon said termination, Contractor shall be paid for all services rendered through the date of termination, including any retainage. This section also applies should the Milwaukee Board of School Directors fail to appropriate additional monies required for the completion of the Contract. If this occurs, MPS will notify all students enrolled in the program and work with Contractor to identify solutions for students impacted by the Board's decision.

**14. INDEPENDENT CONTRACTOR**

Contractor agrees and stipulates that in performing this Contract, it is acting as an Independent Contractor, and that no relationship of employer and employee, partnership or joint venture is created by this Contract. Contractor has exclusive control over work hours, location, and other details of such services, and MPS's sole interest is to ensure that said service shall be performed and rendered in a competent, safe, efficient, timely and satisfactory manner in accordance with the terms of this Contract.

Contractor has the sole obligation to provide for and pay any contribution or taxes required by federal, state or local authorities imposed on or measured by income. Contractor specifically covenant not to file any complaint, charge, or claim with any local, state or federal agency or court in which Contractor claims to be or to have been an employee of MPS during the period of time covered by this Contract and that if any such agency or court assumes jurisdiction of any complaint, charge or claim against MPS on Contractor's behalf, Contractor will request such agency or court to dismiss such matter. MPS shall not be charged any obligation or responsibility whatsoever of extending any fringe benefits which may be extended to MPS employees, including any insurance, or pension plans.

Contractor further agrees that MPS is not to be charged with the obligation or responsibility of extending any fringe benefits such as hospital, medical and life insurance, or pension plans which may be extended to employees of MPS from time-to-time and further agree to indemnify and hold harmless MPS and all its employees, officers and agents from any liability for personal injuries, including death, or for damage to or loss of personal property, which might occur as a result of the performance of the services provided for under this Contract.

**15. ASSIGNMENT LIMITATION**

This Contract shall be binding upon and inure to the benefit of the parties and their successors and assigns; provided, however, that neither party shall assign its obligations hereunder without the prior written consent of the other.

**16. PROHIBITED PRACTICES**

- A. Contractor hereby attests it is familiar with MPS's Code of Ethics, providing in pertinent part, "[a]n employee of Milwaukee Public Schools may not accept any gift or gratuity in excess of \$25.00 annually from any person, persons, group or any firm which does business with or is attempting to do business with MPS."
- B. No person may enter into this Contract for services that the MPS employee would otherwise perform as an employee.

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C. If the Contract is for apparel for \$5,000.00 or more, the Contractor agrees to provide only items manufactured by responsible manufacturers. Contractor is required to include a similar provision in all subcontracts to this Contract.

**17. LIVING WAGE REQUIREMENT**

Contractor shall comply with, and ensure its subcontractors performing work under this Contract comply with, Milwaukee Board of School Directors' Administrative Policy 3.09(17), which requires that employees be paid a "living wage."

**18. NOTICES**

Notices to either party provided for in this Contract shall be sufficient if sent by Certified or Registered mail, postage prepaid, addressed to the signatories on this Contract, or to their designees.

**19. WAIVER**

The waiver or failure of either Party to exercise in any respect any rights provided for in this Contract shall not be deemed a waiver of any further right under this Contract.

**20. INTEGRATION / SEVERABILITY**

This Contract and its exhibits and addenda, if any, constitute the entire Contract among the Parties with respect to the subject matter hereof and supersede all prior proposals, negotiations, conversations, discussions and Contracts among the Parties concerning the subject matter hereof. No amendment or modification of any provision of this Contract shall be effective unless the same shall be in writing and signed by both Parties.

The District shall not be bound by any terms and conditions included in of Contractor's packaging, service catalog, brochure, technical data sheet or other document which attempts to impose any conditions at variance with or in addition to the terms and conditions contained herein.

If any term or provision of this Contract should be declared invalid by a court of competent jurisdiction or by operation of law, the remaining terms and provisions of this Contract shall be interpreted as if such invalid Contracts or covenants were not contained herein.

**21. CHOICE OF LAW & FORUM**

The state courts of Wisconsin shall be the sole forum for all disputes arising of this Contract. The validity, construction, enforcement and effect of this Contract shall be governed solely by the laws of the State of Wisconsin.

**22. TIMING**

Time is of the essence in this Contract.

**23. CERTIFICATION REGARDING DEBARMENT OR SUSPENSION**

Contractor certifies that neither Contractor or its principals; its subcontractors or their principals; the sub-recipients (if applicable) or their principals are suspended, debarred, proposed for debarment, voluntarily excluded from covered transactions, or otherwise disqualified by any federal department or agency from doing business with the Federal Government pursuant to Executive Orders 12549 and 12689. Contractor specifically covenants that neither the Contractor or its principals, its sub-contractors or their principals, or the sub-recipients (if applicable) or their principals are included on the Excluded Parties List System ("EPLS") maintained by the General Services Administration ("GSA").

**24. FORCE MAJEURE**

MPS will not be liable to pay Contractor for any work that the Contractor is unable to perform due to act of God, riot, war, civil unrest, flood, earthquake, outbreak of contagious disease or other cause beyond MPS's reasonable control (including any mechanical, electronic, or communications failure, but excluding failure caused by a party's financial condition or negligence).

**25. STUDENT DATA**

Contractor acknowledges that student data of MPS enrolled students is protected by both federal and state law. *See* Wis. Stat. § 118.125; 20 U.S.C. § 1232g(b); 34 C.F.R. § 99.1 *et seq.* If MPS determines that Contractor has disclosed any student record information in violation of either federal or state law, without prejudice to any other rights or remedies the MPS may have, MPS shall be entitled to immediately terminate this and every other existing Contract without further liability. Moreover, MPS may bar Contractor from future MPS contracts for varying periods up to and including permanent debarment.

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**26. NON-DISCLOSURE**

Absent prior written consent of the person listed in Section 3 or his/her designee, Contractor shall not: (1) disclose, publish, or disseminate any information, not a matter of public record, that is received by reason of this Contract, regardless of whether the Contractor is or is not under contract at the time of the disclosure; or (2) disclose, publish, or disseminate any information developed for MPS under this Contract. Contractor agrees to take all reasonable precautions to prevent any unauthorized use, disclosure, publication, or dissemination of the same information.

**27. MPS LOGO/PUBLICITY**

No Contractor shall use the MPS Logo in its literature or issue a press release about the subject of this Contract without prior written notice to and written approval of MPS's Executive Director of Communications & Outreach.

**28. ORDER OF PRIORITY**

Should Contractor and MPS sign Contractor's Contract in addition to this Contract, the terms set forth in this Contract shall govern in the event of a conflict.

**29. PUBLIC RECORDS**

Both parties understand that the Board is bound by the Wisconsin Public Records Law, and as such, all of the terms of this Contract are subject to and conditioned on the provisions of Wis. Stat. § 19.21, *et seq.* Contractor acknowledges that it is obligated to assist the Board in retaining and producing records that are subject to Wisconsin Public Records Law, and that the failure to do so shall constitute a material breach of this Contract, and that the Contractor must defend and hold the Board harmless from liability under the law. Except as otherwise authorized, those records shall be maintained for a period of seven years after receipt of final payment under this Contract.

**30. CONTRACT COMPLIANCE REQUIREMENT**

The HUB requirement on this Contract is 0%. The student engagement requirement of this Contract is 0 hours. The Career Education requirement for this Contract is 0 hours. Failure to achieve these requirements may result in the application of some or all of the sanctions set forth in Administrative Policy 3.10, which is hereby incorporated by reference.

IN WITNESS WHEREOF, the parties here to have executed this Contract on the day, month and year first above written.

**CONTRACTOR (Vendor #: V013063)**

**MILWAUKEE BOARD OF SCHOOL DIRECTORS**

By: \_\_\_\_\_  
Dr. Jodi R.B. Eastberg,  
Dean, School of Professional and Graduate Studies

By: \_\_\_\_\_  
*Janine Adamczyk, Director  
Procurement and Risk Management*

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Alverno College  
3400 S 43rd St  
Milwaukee, WI 53234  
414-382-6000

By: \_\_\_\_\_  
*Keith P. Posley, Ed.D.,  
Superintendent of Schools*

Date: \_\_\_\_\_

SSN / FEIN: [REDACTED]  
Budget Code: ADV-0-0-ATT-HR-ECTS

By: \_\_\_\_\_  
*Robert E. Peterson, President  
Milwaukee Board of School Directors*

Date: \_\_\_\_\_

Reviewed by Risk Management:

By: \_\_\_\_\_

Date: \_\_\_\_\_

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**Exhibit A**

**BSE degree, leading to K-9<sup>th</sup> grade license, ESL license, Bilingual endorsement  
All credits for courses are noted below**

All courses are 4 credits except when noted.

Classes would be offered every eight weeks, once per week on Mondays or Wednesdays, usually 5:30-9:30. There may be times courses are 4:30-8:30. When ELL classes begin in Spring 2023 semester classes will meet two nights per week.

This information is included in case any participant have already met the requirements through test scores. Successful completion of the prerequisite courses listed in the schedule meet the PRAXIS core requirements.

College Entrance Test	Wisconsin Passing Score
The ACT Plus Writing Test <a href="http://www.act.org">www.act.org</a>	Composite Score of 22 and combined English/Writing score of 20
The ACT Test <a href="http://www.act.org">www.act.org</a>	A score of 23 with minimum sub-scores of 20 on English, 20 on Math and 20 on Reading
The SAT Test (effective 9/1/2015) <a href="http://www.sat.collegeboard.org">www.sat.collegeboard.org</a>	Minimum sub-scores: <ul style="list-style-type: none"> <li>• 520 on Mathematics</li> <li>• 510 on Critical Reading</li> <li>• 480 on Writing</li> </ul>
The revised GRE Test (after 8/1/2011) <a href="http://www.ets.org">www.ets.org</a>	Minimum sub-scores: <ul style="list-style-type: none"> <li>• 145 on Quantitative Reasoning</li> <li>• 150 on Verbal Reasoning</li> <li>• 3 on Analytical Writing</li> </ul>
The GRE Test (after 8/1/2011) <a href="http://www.ets.org">www.ets.org</a>	Minimum sub-scores: <ul style="list-style-type: none"> <li>• 540 on Quantitative Reasoning</li> <li>• 450 on Verbal Reasoning</li> <li>• 3 on Analytical Writing</li> </ul>

Successful completion of the following courses or their equivalents as determined by Alverno College will lead to the successful completion of the paraprofessional to teacher program requirements for a BA with K9, ESL and Bilingual endorsement requirements. Courses may be taken or offered in a different sequence as necessitated by the program or participant needs within the duration of the agreement.



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**With Pre-Requisite Courses** as well as course sequence will be determined on participant transfer credit evaluation. This course sequence could potentially change, but will not extend the length of the program.

<b>Spring 2022</b>	<b>Summer 2022</b>	<b>Fall 2022</b>
CM 120 Communication Seminar I 4 credits  CM 125 Comm Seminar II 3 credits	CM 225 Communication Seminar III 3 credits  QL 122 Quantitative Literacy in the Modern World 4 credits	QL 156 Mathematical Connections 3 credits  ED 348 Teaching and Assessment 4 credits  BIL 100 Spanish fluency assessment 0 cr
<b>Spring 2023</b>	<b>Summer 2023</b>	<b>Fall 2023</b>
ED 313C-02 Methods: Second Language Acquisition and ELL Instruction 4 credits  ED351C Science in the Elementary Curriculum 4 credits  ED368 Working with Diverse Populations 4 credits  EN340C English Grammar 3 credits	ED 378 Processes of Literacy Acquisition 4 credits  ED 352-02 Social Studies Content 4 credits	343c-02 Math Content 4 credits  ED 314C-02 Linguistics, Language and Culture 3 credits  ED 344 Math Methods 4 credits  ED 317 Multi-literacies and the English Language Learner 4 credits
<b>Spring 2024</b>	<b>Summer 2024</b>	<b>Fall 2024</b>
ED 338 Early Childhood Methods 4 credits  ED 321 Middle School Methods 4 credits	ED 388 Literacy Across the Curriculum 4 credits  ED 418 Differentiating Instruction and Assessment 4 credits	ED 438 Student Teaching 12 credits *  edTPA \$300 testing fee applied

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<p>BIL 411 Bilingual Bicultural Supplemental Licensure Performance Assessment Portfolio- this portfolio contains 10 assessments and accompanying resources, aligned to and providing evidence of the Wisconsin Bilingual/ Bicultural Content Guidelines. 0 cr <b>Must be completed before student teaching</b></p>		
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\*All endorsements for licensure come after the successful completion of student teaching. The Bachelor’s Degree is also awarded at the completion of student teaching. Participants may not begin student teaching until they have successfully met the requirements of the program including assessments, coursework, and external testing requirements.

Participants who do not require Pre-Reqs per the Provider transcript review process (especially, if paras are coming with AA degrees)

Courses are the same credit amounts and titles as above.

<b>Spring 2022</b>	<b>Summer 2022</b>	<b>Fall 2022</b>
ED 348	ED 368	ED 343C and EN 340C
ED 351C-02	ED 378	ED 344C and ED 313C
<b>Spring 2023</b>	<b>Summer 2023</b>	<b>Fall 2023</b>
ED 338C and ED 314C	ED 352C	ED 418
ED 321C and ED 317C	ED 388	BILL 411
<b>Spring 2024</b>		
Student Teach*		

\*All endorsements for licensure come after the successful completion of student teaching. Participants may not begin student teaching until they have successfully met the requirements of the program including assessments, coursework, and external testing requirements.