

## **Appendix J:**

# **Memorandum of Understanding Relating to Charter School Personnel**

# MEMORANDUM OF UNDERSTANDING

## Green Tree Preparatory Academy Charter School

The following Memorandum of Understanding is made and entered into between the Milwaukee Board of School Directors and Green Tree Preparatory Academy concerning specific modifications of the MPS Employee Handbook related to the creation of an instrumentality charter school of the Milwaukee Public Schools (in accordance with the provisions of Section 118.40, Wis. Stats., and Board Policy 9.12) known at the Green Tree Preparatory Academy (herein referred to as GPA) and is subject to the following:

### Section One: HIRING

- 1.1 GPA will have the opportunity to recommend internal and external avenues for posting GPA schoolbased vacancies, in accordance with district policies. **GPA will have year-round interview rights for any vacancies for any vacancies posted by GPA.**
- 1.2 GPA may submit an appendix to be included as part of GPA job descriptions outlining any expectations specific to GPA so long as the duties and expectations outlined in the appendix are not in conflict with the job description.

### Section Two: PROFESSIONAL DEVELOPMENT

- 2.1 GPA school-based staff will be invited to attend MPS-led training and professional development sessions.
- 2.2 To support the school's educational program, GPA will provide weekly professional development, data dives, and collaborative team planning during the regularly scheduled work day.

### Section Three: OTHER MODIFICATIONS

- 3.1 As a restorative and professional learning community, GPA may develop a community council, representative of the entire school community, to address building-wide issues.
- 3.2 GPA may outline a dress code for all GPA school-based staff members so long as the dress code is not in conflict with the guidelines for professional appearance set forth in the MPS Employee Handbook.
- 3.3 GPA may develop a GPA-specific template for lesson plans in accordance with district policies.
- ~~3.4 GPA staff will vote annually to determine how the administrative time allotted by the district will be utilized. GPA may establish work schedules for all employees based upon GPA's school staff manual. Staff will vote each year to determine extension of the school day based upon administrative time allotted by the district.~~

It is understood that periodic reviews and adjustments may be necessary in the future. If GPA determines that adjustments to this memorandum are necessary, such changes shall be negotiated between the Milwaukee Board of School Directors and Green Tree Preparatory Academy.

This memorandum shall be terminated if the Green Tree Preparatory Academy charter school contract is not renewed or is terminated by action of the Milwaukee Board of School Directors.

This Memorandum of Understanding has been made and entered into between the undersigned representatives of the Milwaukee Board of School Directors and Green Tree Preparatory Academy this \_\_\_\_ day of \_\_\_\_\_, 2019.