

**PLEASE REVIEW PRIOR TO THE  
DECEMBER 19, 2019, BOARD MEETING**

**Minutes for Approval at the December, 2019, Regular Meeting of the Milwaukee Board of School Directors**

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# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN NOVEMBER 21, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Absent and Excused — None.

Before proceeding with the agenda, the Chair asked for a moment of silence to commemorate the passing of:

- Mildred L. Harpole, a reading specialist and community leader at MPS, who passed away October 24, 2019;
- Russ Kaeske, a retired teacher who had worked at Fritsche Middle School, who passed away October 26, 2019;
- Mavis Maxine Drew, a retired worker assistant, who passed away October 31, 2019;
- LaTanya Rushing, a secretary at Roosevelt Middle School, who passed away November 3, 2019;
- Mary Fisher Morris, a retired teacher, who passed away November 4, 2019.
- Peg Randall Gardner, a teacher at Milwaukee School of Languages, who passed away November 12, 2019;
- Lawrence J. Geib, a former MPS teacher, who passed away November 16, 2019;
- Deyon Virgil, a sixth-grade student at IDEAL, who passed away November 20, 2019.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award: Lawrence “Larry” J. O’Neil (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 present posthumously the “Excellence in Education Award” to:

Lawrence “Larry” J. O’Neil

Lawrence J. O’Neil served the MPS family as a dedicated member of the Milwaukee Board of School Directors for 28 years after being elected in 1977. It was when his children began school that he first sought a position on the MPS Board. He ran successfully in seven elections and remained a strong advocate for students throughout his tenure on the Board.

During his longstanding tenure on the Board, Larry O’Neil made many contributions to support Milwaukee Public Schools as a place where students and staff engage in meaningful learning on a daily basis. These contributions have and will continue to impact countless MPS students.

In addition to his 28 years of public service as an MPS board member, Larry O’Neil was an active member of the community. He sang in the St. Rita’s church choir as a tenor and was also an usher. He was a

member of the American Legion Post 537 and a volunteer transport driver for the Milwaukee VA Medical Center. He loved nature, world history, and the Milwaukee Brewers.

Larry O'Neill was a dedicated family man to his wife, Bernice, and daughters Debra, Diane, Peggy, Mary Lynn, and Maureen.

The Milwaukee Board of School Directors posthumously recognizes and honors Lawrence "Larry" J. O'Neil for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2019 were approved as printed.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

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 goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's Strategic Objectives and the Five Priorities for Success:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Roosevelt School of the Arts, Manitoba School, and Vincent and Marshall High Schools.

### Events/Programs/Announcements

#### *MPS Partners to Increase Healthful Food Options for Students*

Serving breakfast and lunch to nearly 76,000 students every school day is a big task, and selecting healthful foods that children enjoy can be a challenge, but this work is about to get a little easier. Through a partnership with the Life Time Foundation, the Milwaukee Public Schools Department of Nutrition Services will evaluate foods and look for substitutions to eliminate certain additives and processed ingredients that may have health consequences.

The partnership was announced on November 7 at Manitoba School, with district leaders and the Life Time Foundation pledging to improve health and the ability to learn of Milwaukee's children.

The Life Time Foundation is a Minneapolis-based nonprofit organization that is helping 310,000 students at 544 schools across the country. The Foundation's registered dietician will team up with MPS to review food labels and recommend changes, with the goal of eliminating the "Harmful 7" ingredients: trans fats and hydrogenated oils; high-fructose corn syrup; hormones and antibiotics; processed and artificial sweeteners; artificial colors and flavors; artificial preservatives; and bleached flour. The District has already eliminated some of these categories from foods offered to students and is grateful to have support to continue to remove certain ingredients from menus.

MPS will work with the Life Time Foundation over a three-year period to evaluate and to make changes to breakfast and lunch programs.

### ***Resource Fair Offers Support for Families of Children with Special Needs***

Special-needs children were the focus of MPS's 17<sup>th</sup> annual Foro Latino event held at South Division High School. More than 40 community agencies were on hand to provide information and workshops. This free resource fair improved access to support for children with special needs.

Foro Latino is presented in both Spanish and English. It is the only event of its kind in the state. Attendees had access to a wide range of community resources, including medical agencies, and had opportunities to network with other families who have children with special needs.

The event was a collaboration uniting MPS, *Alianza Latino Aplicando Soluciones*, Milwaukee County, the U.S. Department of Education, the Wisconsin Department of Public Instruction, the Wisconsin Board for People with Developmental Disabilities, the Wisconsin Statewide Parent Educator Institute, and Disability Rights Wisconsin.

### ***MPS Schools Design Learning around Hispanic Heritage Month***

MPS schools took advantage of National Hispanic Heritage Month (September 15 through October 15) by providing students with real-world experiences, including dance, music, art, writing, research, and more.

Milwaukee Spanish Immersion School hosted its annual Heritage Night to conclude Heritage Month. Families were invited to view student projects, to enjoy performances, and to witness their students using their Spanish-language skills firsthand.

Fourth-grade students at Alexander Mitchell Integrated Arts School created research projects about Hispanics who have made a difference, then took their show on the road to visit veterans at the Milwaukee VA Medical Center. The class was presented with a plaque and a hat from each of the four branches of service. In honor of Veterans Day, students are writing thank-you notes to residents at the VA center, and more activities are planned for the future.

ALBA School hosted a Hispanic Heritage Celebration and invited families to view its students' projects about the Incas, Mayans, Aztecs, and Tainos. Students performed indigenous music, and everyone enjoyed the festive celebration.

The celebration at Forest Home Avenue School lasted several weeks, with students posting their Hispanic Heritage work on bulletin boards, and fourth- and fifth-grade classes engaging in research projects. Parents enjoyed a traditional meal at the monthly parent meeting, and students and families took part in the Mexican Independence Day parade with their cheerleaders, mascot, and a school float.

Students from Escuela Vieau designed artworks as part of the *Día de los Muertos* Art and Culture Family Project. Their projects were on display at the Milwaukee Art Museum for a week, and families received free admission to view the works and to enjoy the museum.

Fairview School and Allen-Field School created a festive atmosphere by designing bulletin boards, posting student work, and encouraging lively discussions in class about Hispanic/Latino culture and famous individuals. Students explored art, literature, music, history, and politics in Spain, Central America, and South America.

### ***Mother-and-Son Superhero Night Thrives in Second Annual Event***

Milwaukee Recreation hosted the second annual Mother-and-Son Superhero Night on Saturday, November 9, at Hamilton High School Community Center.

Mothers and sons attended in their favorite superhero attire for an evening of arts and crafts, superhero-training activities, and healthful snacks.

This event, intended for one- to ten-year-olds, saw over 200 participants put their superhero skills to the test. Superhero activities included Black Panther bowling, Race through Gotham, flash dance, lightsaber training, and much more!

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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

In January of this year, the Blue Ribbon Commission on K-12 Funding issued a report with a number of recommendations to better support Wisconsin Students. Although a number of bills have been drafted, the Legislature has yet to pass meaningful legislation tied to the report's recommendations. (This month's hearings were held on a bill to mandate instruction in cursive writing.)

In regard to disparities in student funding tied to unequal revenue limits, the following table provides greater detail on the amount of support that students would receive if districts were reimbursed for students with disabilities at the recommended level of 60% and if the Blue Ribbon Commission's recommended weighting of 1.2 were applied to economically-disadvantaged students and English-language learners within MPS. In that scenario, MPS students would be supported with an additional \$211 million on an annual basis.

District	A	B	C	D	E
Nicolet	\$15,590.00	\$5,293.27	\$400,324,716.83	\$211,276,043	\$611,600,759.83
Maple Dale-Indian Hill	\$14,643.18	\$4,346.45	\$328,717,667.05	\$211,276,043	\$539,993,710.05
Fox Point	\$13,197.71	\$2,900.98	\$219,398,216.42	\$211,276,043	\$430,674,259.42
Glendale-River Hills	\$12,333.60	\$2,036.87	\$154,046,441.23	\$211,276,043	\$365,322,484.23
Brown Deer	\$12,065.17	\$1,768.44	\$133,745,348.76	\$211,276,043	\$345,021,391.76
Elmbrook	\$11,843.77	\$1,547.04	\$117,001,088.16	\$211,276,043	\$328,277,131.16
Shorewood	\$11,797.92	\$1,501.19	\$113,533,498.51	\$211,276,043	\$324,809,541.51
Whitefish Bay	\$11,452.35	\$1,155.62	\$87,398,384.98	\$211,276,043	\$298,674,427.98
Franklin	\$11,308.85	\$1,012.12	\$76,545,623.48	\$211,276,043	\$287,821,666.48
Menomonee Falls	\$11,242.61	\$945.88	\$71,535,958.52	\$211,276,043	\$282,812,001.52
Greendale	\$11,202.10	\$905.37	\$68,472,227.73	\$211,276,043	\$279,748,270.73
Mequon	\$10,915.16	\$618.43	\$46,771,242.47	\$211,276,043	\$258,047,285.47
Whitnall	\$10,819.53	\$522.80	\$39,538,841.20	\$211,276,043	\$250,814,884.20
Cudahy	\$10,560.48	\$263.75	\$19,947,148.75	\$211,276,043	\$231,223,191.75
Wauwatosa	\$10,494.60	\$197.87	\$14,964,710.23	\$211,276,043	\$226,240,753.23
Greenfield	\$10,363.75	\$67.02	\$5,068,655.58	\$211,276,043	\$216,344,698.58
<b>Milwaukee Public Schools</b>	<b>\$10,296.73</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$211,276,043</b>	<b>\$211,276,043.00</b>
West Allis	\$10,239.58	-\$57.15	-\$4,322,197.35	\$211,276,043	\$206,953,845.65
South Milwaukee	\$10,083.10	-\$213.63	-\$16,156,623.27	\$211,276,043	\$195,119,419.73
Oak Creek-Franklin	\$9,700.00	-\$596.73	-\$45,130,093.17	\$211,276,043	\$166,145,949.83

#### Strategic Plan Compatibility Statement

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

#### Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 2.13, Board Legislation Program

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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The District will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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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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These monthly reports provide the Milwaukee Board of School Directors and the public with updates on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability in the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

#### **Strategic Planning**

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The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process which began in July 2019. The goals of the strategic-planning process are as follows:

- Goal One: To evaluate the work conducted by OAE since its inception, to evaluate the Office's capacity used for recurring work and required for non-recurring work, and to review relevant policies and procedures
- Goal Two: To reaffirm or revise the mission, vision, and responsibilities of the Office, to reaffirm or revise relevant policies and procedures, and to establish future priorities
- Goal Three: To introduce an annual plan of work, including metrics for the plan's evaluation.

This month, OAE continued phase two of the strategic-planning process: strategic alignment. All OAE team members participated in a collaborative alignment process using a tool to analyze strengths, weaknesses, opportunities, and threats as they relates to seven alignment elements. Findings from the tool, which will be reported to the Board in December 2019, will be used to inform the development of an annual work plan.

#### **Accountability and Efficiency Services**

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Between October 23, 2019, and November 13, 2019, Accountability and Efficiency Services fulfilled six requests for information, participated in one board advisory committee, and led implementation of board-adopted resolution 1920R-006, regarding the early retirement window, as presented at this month's meeting of the Committee on Accountability, Finance and Personnel. Additionally, Accountability and Efficiency Services completed one process-improvement project related to automating the creation of the District's public budget presentation. With this improvement, the Office of Finance is now able to produce the public budget display in significantly less time.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

**Contract Compliance Services**

On October 23 and 24, the Contract Compliance Services team participated within the 38<sup>th</sup> Annual MARKETPLACE Wisconsin, the Governor’s Conference on Diverse Business Development held at Potawatomi Hotel & Conference Center. The event is a one-stop shop for networking, learning, and meetings that result in business opportunities for minority-owned, woman-owned, veteran-owned, and LGBTQ-owned companies.

Contract Compliance Services’s annual fall job-readiness training session was held on Friday, October 25, at Employ Milwaukee. District high-school students attended the workshop and participated in a hands-on, interactive training session focused on personal and professional development. The session included mock interviews to introduce students to Milwaukee Public Schools’ contractors and vendors who are interested in hiring interns for their contract requirements.

Additionally, the Contract Compliance Services team is preparing to provide an update on Resolution 1819-001, Local Purchasing Program, at the December 2019 meeting of the Committee on Accountability, Finance, and Personnel. Contract Compliance Services also continues to support the District’s implementation of Administrative Policies 3.10 and 3.13.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Governance Policy BG 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 ten expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of October 30 and 31 and November 6, 8, 12, 14, and 15, 2019.

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

Ayes — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None — 0.

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**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance and Personnel:

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, which had been forwarded to the Board without recommendation;



- Item Seven, Action on Professional Services Contracts, which was set aside at the request of President Miller; and
- Item Nine, Report with Possible Action on Resolution 1920R-006 Regarding the Early Retirement Window (ERW), which was set aside at the request of Director Siemsen.

On the motion of Director Phillips, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None — 0.

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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**

Code	Name	Position	Salary	Date
<i>New Hires</i>				
2	Damon Douglas	Building Service Helper I	\$13.12/hr.	10/28/2019
2	Jada Fox	Building Service Helper I	\$13.12/hr.	10/28/2019
2	Clarence Harris	Building Service Helper I	\$13.12/hr.	10/07/2019
2	Delamonte Johnson	Building Service Helper I	\$13.12/hr.	10/28/2019
2	Stephanie Murry	Building Service Helper I	\$13.12/hr.	10/07/2019
2	Walter Love	Boiler Attendant Trainee	\$34,520.32	10/28/2019
4	Eric Mendoza	Boiler Attendant Trainee	\$34,520.32	10/28/2019
5	Brian Fuller	Carpenter	\$37.47/hr.	10/14/2019
5	David Miller	Carpenter	\$37.47/hr.	10/14/2019
2	Winter Hughlett	Children's Health Assistant	\$17,599.68	10/29/2019
2	Patricia Larry	Children's Health Assistant	\$17,599.68	10/29/2019
3	Kayla Lovejoy	Children's Health Assistant	\$17,599.68	10/09/2019
5	Patricia Cornelius	Duplicating Equipment Operator I	\$30,160.00	10/10/2019
2	Deniessa Boyd	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Kachae Burks	Food Service Assistant	\$12.94/hr.	10/01/2019
2	Carla Cochran	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Qiana Holder	Food Service Assistant	\$12.94/hr.	10/21/2019
2	Anyssia Currie	Food Service Assistant	\$12.94/hr.	10/09/2019
2	Natalie Davenport	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Jeremy Dew	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Jasmine Fields	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Anton Gardner	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Amyia Hill	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Taquita Hodges	Food Service Assistant	\$12.94/hr.	10/08/2019
2	Cicelia Johnson	Food Service Assistant	\$12.94/hr.	10/21/2019
2	Martasia Lathan	Food Service Assistant	\$12.94/hr.	10/08/2019
2	Linda Lee	Food Service Assistant	\$12.94/hr.	10/01/2019

Code	Name	Position	Salary	Date
4	Viviana Montilla	Food Service Assistant	\$12.94/hr.	10/15/2019
2	Yolonda Moore	Food Service Assistant	\$12.94/hr.	10/07/2019
2	LaDonna Quarles	Food Service Assistant	\$12.94/hr.	10/01/2019
2	Letriana Turner	Food Service Assistant	\$12.94/hr.	10/09/2019
2	Christine Virgil	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Stevenson Wallis	Food Service Assistant	\$12.94/hr.	10/03/2019
2	Debra Watford	Food Service Assistant	\$12.94/hr.	10/01/2019
2	Barbara Wilson	Food Service Assistant	\$12.94/hr.	10/01/2019
2	Shaquida Wingo	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Anastasia Wolfe Walker	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Amber Brown	Para – Parent Involvement	\$22,671.88	10/09/2019
5	Jennifer Hofschulte	Para – Parent Involvement	\$18,759.84	10/03/2019
4	Matilde Acevedo Ramos	Para Ed Assistant	\$18,311.04	10/03/2019
4	Melissa Agront	Para Ed Assistant	\$18,311.04	10/07/2019
4	Olisbeth Ascanio Vera	Para Ed Assistant	\$18,311.04	10/02/2019
5	Vicki Asimakopoulos	Para Ed Assistant	\$18,311.04	10/03/2019
4	Ronald Barrios	Para Ed Assistant	\$18,311.04	10/01/2019
2	Gary Campbell	Para Ed Assistant	\$18,311.04	10/08/2019
5	Abby Collett	Para Ed Assistant	\$18,311.04	10/07/2019
4	Ana Cortes	Para Ed Assistant	\$18,311.04	10/29/2019
5	Nancy de Malignon	Para Ed Assistant	\$19,433.04	10/14/2019
2	Keanna Dotson	Para Ed Assistant	\$21,362.88	10/30/2019
1	Guinevere Duquaine	Para Ed Assistant	\$18,311.04	10/07/2019
4	Maria Figuerora	Para Ed Assistant	\$18,311.04	10/29/2019
2	Tasheenia Gilliam	Para Ed Assistant	\$18,311.04	10/14/2019
2	Cashay Harris	Para Ed Assistant	\$18,311.04	10/10/2019
2	Thelma Hobson	Para Ed Assistant	\$18,311.04	10/23/2019
2	Jerome Johnson	Para Ed Assistant	\$18,311.04	10/09/2019
4	Cecilia Lozano	Para Ed Assistant	\$18,311.04	10/02/2019
5	Jordyn Milton	Para Ed Assistant	\$18,311.04	10/21/2019
5	Julie Mina Saaverdra	Para Ed Assistant	\$25,584.00	10/07/2019
4	Gisela Molina	Para Ed Assistant	\$18,311.04	10/22/2019
2	Dwight Morgan	Para Ed Assistant	\$18,311.04	10/03/2019
3	Bao Moua	Para Ed Assistant	\$20,106.24	10/02/2019
5	Brenna Olson	Para Ed Assistant	\$18,311.04	10/01/2019
4	Sierra Paniagua	Para Ed Assistant	\$18,311.04	10/14/2019
2	Natasha Phillips	Para Ed Assistant	\$20,106.24	10/07/2019
5	Christopher Purdy	Para Ed Assistant	\$18,311.04	10/14/2019
2	Rodrequiz Rhodman	Para Ed Assistant	\$18,311.04	10/07/2019
2	Michael Smith	Para Ed Assistant	\$18,311.04	10/22/2019
2	Lachelle Terry	Para Ed Assistant	\$18,311.04	10/29/2019
2	Erica Ward	Para Ed Assistant	\$18,311.04	10/14/2019
5	Jodi Williams	Para Ed Assistant	\$18,311.04	10/29/2019
2	Steffeny Woods	Para Ed Assistant	\$18,311.04	10/14/2019
2	Kaliah Benson	School Safety Assistant	\$22,814.00	10/21/2019
2	Erick Ellis	School Safety Assistant	\$22,814.00	10/21/2019
2	Kuante Falls	School Safety Assistant	\$22,814.00	10/21/2019
2	Rhoneysha Freeman	School Safety Assistant	\$22,814.00	10/21/2019
2	Darius Haynes	School Safety Assistant	\$22,814.00	10/21/2019
2	DeShawn Haynes	School Safety Assistant	\$22,814.00	10/21/2019
2	Malcolm Moore	School Safety Assistant	\$22,814.00	10/21/2019
2	Willie Myrick	School Safety Assistant	\$22,814.00	10/21/2019
2	Keosha Turner	School Safety Assistant	\$22,814.00	10/21/2019
2	Jennifer Washington	School Safety Assistant	\$22,814.00	10/21/2019
2	Whitney Whitlow	School Safety Assistant	\$22,814.00	10/21/2019
2	Ionia Wilson	School Safety Assistant	\$22,814.00	10/21/2019
2	Tanisha Davis	School Secretary I — 10-month	\$24,400.00	10/09/2019
4	Mildred Ramos	School Secretary I — 10-month	\$29,040.00	10/14/2019
4	Iliana Clark	School Secretary I — 12-month	\$30,160.00	10/14/2019
2	Leeaukirra Anderson	School Kitchen Manager Trainee	\$13.44/hr.	10/21/2019
2	Michell Mcgee	School Kitchen Manager Trainee	\$13.44/hr.	10/14/2019

Code	Name	Position	Salary	Date
5	Christie Wiedower	School Kitchen Manager Trainee	\$15.94/hr.	10/29/2019
<i>Promotions</i>				
2	Willie Goldsmith	Building Service Helper II	\$34,840.00	10/14/2019
2	Tracey Wade	Building Service Helper II	\$34,840.00	10/14/2019
2	Demetrius Johnson	Boiler Attendant Trainee	\$35,931.15	10/28/2019
2	Marcus Leach	Boiler Attendant Trainee	\$38,752.82	10/14/2019
5	Shannon Witkowski	Boiler Attendant Trainee	\$38,752.82	10/14/2019
2	Marlena Gladney	Boiler Attendant	\$39,787.27	10/14/2019
2	Nyiomi Pritchard	Para Ed Assistant	\$18,759.84	10/14/2019
2	Corinthia Diggins	School Safety Assistant	\$22,814.00	10/21/2019
2	Chiquitia Edwards	School Secretary I — 12-month	\$31,366.40	10/21/2019
2	Joel Hunter	School Engineer III	\$55,913.11	10/14/2019
<i>Rehires</i>				
2	Teresa Kilpatrick	Building Service Helper I	\$13.12/hr.	10/28/2019
2	Joyce Strong	Building Service Helper I	\$13.12/hr.	10/07/2019
2	Tywanda Boston	Children's Health Assistant	\$17,599.68	10/14/2019
2	Ora Collins	Food Service Assistant	\$12.94/hr.	10/07/2019
2	Patrice Martin	Food Service Assistant	\$12.94/hr.	10/01/2019
5	Robert Doucette	Para Ed Assistant	\$18,311.04	10/22/2019
2	Cheryl Ellsworth	Para Ed Assistant	\$20,106.24	10/22/2019
4	Elaine King	Para Ed Assistant	\$18,311.04	10/30/2019
2	Shawndra Mitchell	Para Ed Assistant	\$19,433.04	10/15/2019
2	Charlene Reynolds	Para Ed Assistant	\$20,779.44	10/14/2019
2	Paris Wilborn	Para Ed Assistant	\$18,311.04	10/29/2019
2	Courtney Winters	Para Ed Assistant	\$20,106.24	10/07/2019
5	Michael Rooney	School Kitchen Manager I	\$29,796.00	10/29/2019
2	Brittany Echols	School Secretary I — 12-month	\$31,366.40	10/14/2019

### Certificated Appointments

#### Teachers

Codes	Name	Position	Salary	Start Date
4,r	Cramer,Elsa N	Gen'l Elem & K8 — All Grades	\$43,537.00	10/7/2019
5,nr	Luxner,Jessica M	English as Second Language	\$46,920.00	10/7/2019
6,r	Tillman,Elan M	Multicateg. Comp. Sen	\$43,537.00	10/29/2019
4,nr	Vera,Abisag	Spec Ed Multicateg.	\$43,537.00	10/8/2019

#### Permit Teachers

Codes	Name	Position	Salary	Start Date
5,nr	Abu Hakmeh,Iman	English as Second Language	\$43,537.00	9/30/2019
3,nr	Bhojak,Nidhi	General Operations	\$50,275.00	10/14/2019
2,r	Hatchett,Terrence T	Spec Ed Multicateg.	\$43,537.00	10/9/2019
2,r	Kimber,Shantale R	Spec Ed Multicateg.	\$43,537.00	10/7/2019
2,r	Mckinney Jr,Thomas	AMP Art	\$43,537.00	10/21/2019
5,r	Michalak,Nicole M	Spec Ed Multicateg.	\$43,537.00	10/1/2019
5,nr	Patton,Trisha A	AMP HPE	\$43,537.00	10/14/2019
4,r	Robles,Perla M	Art	\$43,537.00	10/21/2019
4,r	Valdez Reyes,Narcisa	Spec Ed Multicateg.	\$43,537.00	10/7/2019

#### Speech Pathologists

Codes	Name	Position	Salary	Start Date
5,r	Stricker,Taryn A	Speech Pathology	\$51,685.27	10/14/2019

#### Teachers — Early-start

Codes	Name	Position	Salary	Start Date
5,r	Beeson,Rebecca W	Specialty Program	\$59,348.48	10/2/2019
2,nr	Cherry,Tamara T	English	\$43,537.00	10/29/2019
2,r	Clark,Jacqueline P	Spec Ed Multicateg.	\$43,537.00	10/4/2019
2,r	Davidson,Decerdric A	General Operations	\$43,537.00	10/21/2019
2,r	Dillon,Santanna A	Social Studies	\$43,537.00	10/29/2019

Codes	Name	Position	Salary	Start Date
3,r	Jan,Jason Lateef	Multicateg. Comp. Sen	\$43,537.00	10/7/2019
2,r	Johnson, Theresa L	Science	\$43,537.00	10/7/2019

**Permit Teachers — Early-start**

Codes	Name	Position	Salary	Start Date
2,r	Cross,Malvin R	Spec Ed Multicateg.	\$43,537.00	10/16/2019
2,nr	Morgan,Terrel R	Spec Ed Multicateg.	\$43,537.00	9/30/2019
2,r	Onalo,Selline	Foreign Language	\$47,520.00	10/10/2019

**Codes and Counts**

nr Non-Residents

r Residents

	Teachers	SSWS	Psychologists	Other	Total
1 Native American	0	0	0	0	0
2 African American	11	0	0	0	11
3 Asian/Oriental/Pacific Islander	2	0	0	0	2
4 Hispanic	4	0	0	0	4
5 White	5	0	1	1	6
6 Other	1	0	0	0	1
7 Two or More Ethnic Codes	0	0	0	0	0
Male	9	0	0	0	9
Female	14	0	0	1	15

**Leaves of Absence**

	Present Assignment	Effective From
<u>Illness Leave, September 2019</u>		
Darryl Thomas	Currently on Leave	9/3/2019
Heidi Labute	Mitchell	9/20/2019
<u>Illness Leave, October 2019</u>		
Anne DiCamelli	Goodrich	10/07/2019
<u>Illness Leave, March 2020</u>		
Vanessa Durand	Eighty-First Street	3/9/2020
<u>Personal Leave, October 2019</u>		
Angela Rajchel	Franklin	10/22/2019
Brendan Laguna-Senne	Vieau	10/29/2019
<u>Personal Leave, November 2019</u>		
Omar Estrada	King HS	11/4/2019
Yamika Hernandez	Rogers	11/18/2019

**Report on Certificated Resignations and Classified Retirements**

Reason	Svc Years	Ethnic Code	Name	Position	Location	Effective Date
<b>Certificated Resignations</b>						
Personal	0.1	6	Ghali Boulanouar	Teacher	Wedgewood Park	10/15/2019
Personal	3.1	2	Trypheana Camara Curtain	Teacher	Townsend	10/11/2019
Personal	0.2	5	Caroline Carpenter	Teacher	Vincent	10/18/2019
Other Work	3.2	5	Jennifer Collins	Teacher	North Division	10/30/2019
Personal	20.2	2	Alecia Corbett	SSW	Central Svcs	10/28/2019
Personal	0.9	5	David Dison	Teacher	WCLL	11/15/2019
Retire	31.4	5	Susan Fischer	Teacher	Bruce	06/12/2020
Retire	29.7	5	Deborah French	Teacher	Washington HS	11/12/2019
Personal	4.2	4	Vanessa Garde	Teacher	Garland	11/09/2019
Personal	0.2	5	Allyssa Golec	Teacher	Sherman	10/02/2019
Personal	4.7	2	LaKeyca Howard	Teacher	South Division	10/04/2019
Personal	0.1	2	Theresa Moore	Teacher	Marshall	10/18/2019
Other Work	0.2	6	Bocar Ndiaye	Teacher	Riley	10/15/2019

Reason	Svc Years	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.2	5	Matthew Przybyiski	Teacher	Siefert	10/25/2019
Other Work	0.2	5	Lauren Racey	Teacher	Maple Tree	10/22/2019
Personal	7.1	4	Yaribel Rodriguez	Principal	Lincoln Ave	10/02/2019
Personal	0.1	5	Pierre Schmidt	Teacher	MSL	10/09/2019
Personal	6.8	5	Katie Schoenung	Teacher	Parkside	10/18/2019
Personal	0.2	5	Natalie Schwartz	Teacher	Greenfield	10/18/2019
Retire	31.0	5	LuAnn Seefeldt	Teacher	Bruce	06/12/2020
Personal	0.2	5	Danielle Seeger	Teacher	Sherman	11/01/2019
Personal	0.1	5	Devorah Sorbo	Teacher	Townsend	10/03/2019
Personal	3.2	5	Holly Wegmann	Teacher	ALBA	10/29/2019
Personal	1.1	2	James Wright	Teacher	Carson Acad	10/30/2019

#### Classified Retirements

Retire	30.1	2	Sherry Pearson	Manager I	Central Svcs	10/08/2019
Retire	38.6	5	Diane Winter	Secretary I	Central Svcs	10/05/2019

#### Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2019 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

#### Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed above, to be effective upon approval by the Board.

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

\* \* \* \* \*

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

##### Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
4, nr	Calvin Fermin	Deputy Superintendent	Office of the Superintendent	03	19A	\$158,597
5, r	Christopher Hauser	Deputy Superintendent	Office of the Superintendent	03	19A	\$158,597
2, nr	Jeremiah Holiday	Chief Academic Officer	Office of the Chief of Academics	03	18A	\$152,497
5, r	Evangeline Scoptur	Chief Human Resources Officer	Office of the Chief of Human Resources	03	18A	\$152,497
5, nr	Luther Albinger	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	\$87,818
5, r	Kristin Berard	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$78,901
5, nr	Austin Weber	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$72,686
5, r	Grace Nicora	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$63,969
5, nr	Kali Norton	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$50,387

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
5, r	Lori Wierzba	Central Kitchen Manager Assistant II	Office of the Chief of Finance	03	01A	\$46,410

The Director of Office of Board Governance/Board Clerk recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(5)(nr)	Jillain Kawala	Manager II, Assistant Board Clerk	Office of Board Governance	03	12A	\$95,138

### **Recommended LTE Contracts (to be effective upon the Board's approval)**

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly	
				Pay	Dates
2, r	Beverly Gladney	Community Communication Support	Office of the Superintendent	\$55.00	10/21/19-04/21/20
5, r	Christine Wilkinson	New Montessori Teacher Mentor	Office of the Chief of School Administration	\$32.55	11/01/19-04/30/20
2, r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	\$30.00	10/01/19-04/01/20
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	\$30.00	07/01/19-12/31/19
5, r	Sarah Shinkle	Kindergarten Immersion Support	Office of the Chief of School Administration	\$30.00	07/01/19-12/31/19
5, nr	Jessica Das	Dietitian Associate	Office of the Chief of Finance	\$26.72	08/16/19-02/16/20
4, r	Maria Navarro	Human Resources Assistant	Office of the Chief of Human Resources	\$25.00	10/21/19-04/21/20
5, r	Kelly West	Immersion Project Assistant	Office of the Chief of School Administration	\$14.00	09/30/19-12/30/19

#### 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 is reporting this item to the Board without recommendation.

Director Taylor moved to retire to executive session under the provisions of Wis. Stat., §19.85(1)(c). The motion passed, the vote being as follows:

- Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
- Noes — None — 0.

The Board retired to Executive Session at 7:37 PM.

The Board reconvened in open session at 8:45 PM.



Director Báez moved to approve the limited-term employment contracts and the appointment of the Office of Board Governance. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
 Noes — None — 0.

\* \* \* \* \*

**(Item 3) Action on Monthly Finance Matters: 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 Transfers; Report on Monthly Grant Awards; and Acceptance of Donations.**

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

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds \$25,000. This is an informational report, and no action is required.

Contract: C028150  
 Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise

On December 20, 2018, the Administration requested authorization to enter into a contract with Professional Interpreting Enterprise for interpretation services for students and staff who are deaf and hard of hearing in MPS.

The increase is being executed due to services needed under the the American with Disabilities Act (“ADA”) for employees because of the new licensing requirement from the ADA. Wisconsin statutes now requires that all American Sign Language (“ASL”) interpreters have issued Wisconsin 440.032 licenses.

Original Contract Amount.....\$210,000.00  
 Increase.....\$100,000.00  
 Adjusted Contract Amount.....\$310,000.00

**Routine Monthly Reports**

The report of revenues and expenses, the 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. Nno action is required.

**Acceptance of Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Alliance High School	Austin J. Leclere	\$792.05	Painting Supplies
Andrew Douglas School	Brenda Jones	\$8.00	Fall Fun Fair Donation
Andrew Douglas School	Ameshia Greer	\$20.00	Fall Fun Fair Donation
Andrew Douglas School	Stanley L. Levells	\$20.00	Fall Fun Fair Donation
Andrew Douglas School	Melissa Johnson*	\$10.11	Fall Fun Fair Donation
Andrew Douglas School	Yolanda Parker	\$20.00	Fall Fun Fair Donation
Andrew Douglas School	Kellie Carson	\$20.00	Fall Fun Fair Donation
Audubon High School	Kingfish Solutions, LLC.	\$167.60	Athletics Donation
Bay View High School	Inventory Trading Company	\$30.00	Football Supplies
Cass Street School	Steven L. & Kathryn J. Baptie	\$3,000.00	After-school Program Donation
Cass Street School	Fresh Thyme Farmers Market	\$1.00	Fresh Thyme Giving Bag Program

Location	Donor	Amount	Gift or Purpose
Clarke Street School	Healthy Classroom Foundation	\$534.00	Mindfulness Donation
Clarke Street School	Action For Healthy Kids	\$1,750.00	Wellness Donation
Clarke Street School	University of Wisconsin-Milwaukee	\$250.00	General School Supplies
Clemens School	Milwaukee Public Schools Foundation, Inc.	\$1,000.00	General School Supplies
Doerfler School	United Way	\$1,000.00	My Very Own Library Donation
Emerson School	American Income Life	\$28.00	General School Supplies
Fratney Street School	Luna Listings, LLC.	\$200.00	Field Trip Donation
Fratney Street School	University of Wisconsin- Madison	\$447.20	Field Trip Donation
French Immersion School	YourCause, LLC.	\$35.00	General School Supplies
French Immersion School	Pange Tshabu	\$150.00	Basketball Supplies
German Immersion School	YourCause, LLC.	\$12.00	General School Supplies
German Immersion School	YourCause, LLC.	\$8.24	General School Supplies
German Immersion School	YourCause, LLC.	\$12.36	General School Supplies
German Immersion School	YourCause, LLC.	\$8.24	General School Supplies
Goodrich School	American Cancer Society	\$1,000.00	Snacks and Beverages for Students
Goodrich School	First Stage Learning Center, Inc.	\$646.07	Field Trip Donation
Gwen T. Jackson School	United Way	\$1,000.00	My Very Own Library Donation
Hawthorne School	American Cancer Society	\$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	\$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	\$1,000.00	General School Supplies
Hawthorne School	American Cancer Society	\$1,000.00	General School Supplies
Hopkins Street School	United Way	\$1,000.00	My Very Own Library Donation
Howard Avenue Montessori	Bay View Montessori PTO	\$500.00	General School Supplies
I.D.E.A.L. at Sholes	American Cancer Society	\$1,000.00	Healthy Program Donation
Kagel School	United Way	\$1,000.00	My Very Own Library Donation
Keefe Avenue School	Heavy Hitters	\$100.00	PBIS Donation
King High School	Michael & Tamie Duder	\$100.00	Music Supplies Donation
King High School	Brent C. Bedwell	\$50.00	Music Supplies Donation
King High School	Paul H. Schmitz	\$150.00	Music Supplies Donation
King High School	Mark II, Inc.	\$500.00	Boys Basketball Donation
Lincoln Avenue School	American Cancer Society	\$1,000.00	Healthy Program Donation
Lincoln Avenue School	United Way	\$1,000.00	My Very Own Library Donation
Lloyd Barbee Montessori	Oneida Nation	\$400.00	Seed Grant Donation
Longfellow School	United Way	\$1,000.00	My Very Own Library Donation
Longfellow School	Ernest & Young	\$2,568.78	Student & Staff Incentives
Maple Tree School	American Cancer Society	\$1,000.00	Healthy Program Donation
Meir School	Michael & Pamela Caroll	\$100.00	STEM Supplies
MHSA	Wisconsin Tavern League	\$500.00	Jazz Donation
Milw. Sign Language School	Action For Healthy Kids	\$700.00	General School Supplies
Mitchell School	John Michael Kohler Arts Center, Inc.	\$227.00	Field Trip Donation
Mitchell School	Kiwanis Club of Milwaukee	\$2,000.00	Books Donation
Mitchell School	University of Wisconsin-Milwaukee	\$500.00	General School Supplies
Riley School	United Way	\$1,000.00	My Very Own Library Donation
Riverside High School	Riverside University High School Foundation, Inc.	\$50.00	Music Supplies
Starms Discovery School	Saz's Catering	\$448.85	General School Supplies
Story School	M&M Sub Ventures	\$249.00	Cousins Subs Donation
Thoreau School	Educators Credit Union	\$500.00	Parental-involvement Support
Thoreau School	Brown Deer United Methodist Church	\$100.00	Family-engagement Support



Location	Donor	Amount	Gift or Purpose
Townsend School	United Way	\$1,000.00	My Very Own Library Donation
Trowbridge School	Patricia Cadorin	\$100.00	Field Trip Donation
Trowbridge School	Martin & Elaine Schreiber	\$200.00	Field Trip Donation
Trowbridge School	Jolene Plautz	\$30.00	Field Trip Donation
Trowbridge School	Theresa Reagan	\$100.00	Field Trip Donation
Trowbridge School	SJA Financial Advisory, LLC.	\$400.00	Field Trip Donation
Trowbridge School	Roberta Drews	\$250.00	Field Trip Donation
Vincent High School	National FFA Foundation, Inc.	\$2,600.00	General School Supplies
Wedgewood Park Int'l Middle Sch	Freeze Food Mart, LLC.	\$250.00	Staff Appreciation Donation
Westside Academy I	Tyrone Gauger	\$15.00	Sunshine Club Donation
Whitman School	American Cancer Society	\$1,000.00	Healthy Program Donation
<i>Total Monetary Donations</i>		\$39,858.50	
<i>Non-Monetary Donations</i>			
A.L.B.A	Donors Choose	\$314.12	Classroom Library Supplies
A.L.B.A	Donors Choose	\$530.61	Science Supplies
Burbank School	Donors Choose	\$493.20	Writing Supplies
Forest Home Avenue School	Donors Choose	\$207.59	Writing Supplies
Forest Home Avenue School	Donors Choose	\$331.74	Writing Supplies
Forest Home Avenue School	Donors Choose	\$412.42	Scholastic Student Magazines
Forest Home Avenue School	Donors Choose	\$342.65	Bilingual Literacy Supplies
Forest Home Avenue School	Donors Choose	\$547.36	Manipulatives
Forest Home Avenue School	Donors Choose	\$573.18	Books
Forest Home Avenue School	Donors Choose	\$615.05	Printer & Toner
Forest Home Avenue School	Donors Choose	\$691.84	Microsoft Surface Pro
Forest Home Avenue School	Donors Choose	\$588.40	Printing Supplies & Printer
Forest Home Avenue School	Donors Choose	\$396.29	Graduation Decorations
Forest Home Avenue School	Donors Choose	\$182.98	Classroom Supplies & Decoration
French Immersion School	Martin Curlick*	\$150.00	Recess Equipment
French Immersion School	Anonymous Donor	\$150.00	Water & Popsicles
Garland School	Donors Choose	\$565.31	Anchor Books for 5th Grade
Grantosa Drive School	Donors Choose	\$479.00	Classroom Rug
Greenfield School	Donors Choose	\$748.99	Kitchen/Food Set
Honey Creek Elementary School	Donors Choose	\$451.00	Hands-on Materials
Honey Creek Elementary School	Anonymous-Donors Choose	\$219.96	Stool
Keefe Avenue School	Sarah A. Smasal	\$300.00	Walmart Gift Cards
Keefe Avenue School	Sarah A. Smasal	\$300.00	General School Supplies
Kilbourn School	Donors Choose	\$329.34	General School Supplies
Kilbourn School	Donors Choose	\$554.20	General School Supplies
Kilbourn School	Donors Choose	\$927.32	General School Supplies
Kilbourn School	Donors Choose	\$488.96	General School Supplies
Lloyd Barbee Montessori	Donors Choose	\$455.34	Practical Life Supplies
MacDowell Montessori	Donors Choose	\$356.93	Playground Equipment
MacDowell Montessori	Donors Choose	\$377.98	Printer Ink
MacDowell Montessori	Donors Choose	\$399.00	Printer
MacDowell Montessori	Donors Choose	\$689.10	Writing Supplies
Milw. Sign Language School	Donors Choose	\$385.81	Graphic Novels for Sign Language
Townsend School	Blessings In a Backpack	\$82.71	General School Supplies
Trowbridge School	Donors Choose	\$530.00	General School Supplies
Trowbridge School	Donors Choose	\$367.38	General School Supplies
Whitman School	Adopt A Classroom	\$28.70	Pencils & Letter Blocks

Location	Donor	Amount	Gift or Purpose
<i>Total Non-Monetary Donations</i>		<i>\$15,564.46</i>	
Total Value for November 2019		\$55,422.96	
*Donations from MPS Alumni		\$160.11	

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06, Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Committee's Recommendation**

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

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

\* \* \* \* \*

### **(Item 4) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District**

#### **Background**

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the school district's sustainability initiatives through a \$265,000 partnership funding grant for green infrastructure projects at the following five school sites:

- Academia de Lenguaje y Bellas Artes (ALBA), 1712 S. 32<sup>nd</sup> St.
- Lynde and Harry Bradley Technology and Trade School, 700 S. 4<sup>th</sup> St.
- Escuela Vieau, 823 S. 4<sup>th</sup> St.
- Lincoln Avenue School, 1817 W. Lincoln Ave.
- Rufus King International High School, 1801 W. Olive St.

The funding agreements state that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement will be executed for each site in order to ensure that the new green space is adequately maintained and protected.

These projects have resulted in improved stormwater management through the installation of bioswales, permeable pavers, new tree plantings, and additional green space. More than 43,000 square feet of outdoor space have been positively impacted by these efforts, which not only provide a direct benefit to the environment, but also create additional opportunities for students to learn about advancing sustainability efforts through the implementation of green infrastructure.

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

Upon the Board’s approval, the limited-term conservation easements will be executed with the City of Milwaukee in favor of Milwaukee Metropolitan Sewerage District.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the limited-term conservation easements, as attached to the minutes of your Committee’s meeting, between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

\* \* \* \* \*

**(Item 5) 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 2018.

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

Job Classification	FY19 Current Rate	FY20 MBCTC Prevailing Wage
Bricklayer	38.03	38.93
Bricklayer Crewleader	39.93	40.88
Building Laborer	30.23	31.62
Building Laborer Crewleader	31.80	33.26
Carpenter	37.47	38.29
Carpenter Crewleader	39.35	40.21
Electrician	39.31	41.03
Electrician Crewleader	42.26	44.11
Elevator Constructor Mechanic	47.94	49.47
Insulator Crewleader	35.73	38.20
Insulator/Asbestos Worker	34.03	36.38
Locksmith	37.47	38.29
Locksmith Crewleader	39.35	40.21
Machine Maintenance Crewleader	39.93	41.58

Job Classification	FY19 Current Rate	FY20 MBCTC Prevailing Wage
Machine Maintenance Repairman	38.43	40.08
Painter (Buildings)	31.55	32.95
Painter Crewleader	31.93	33.33
Plasterer	33.76	35.31
Plumber	41.27	43.65
Plumber Crewleader	43.75	46.27
Plumber-Rest. Journeyman I	37.04	39.42
Roofer	33.45	34.95
Roofer Crewleader	33.95	35.45
Sheet Metal Crewleader	46.79	48.85
Sheet Metal Worker	43.52	45.44
Steamfitter	45.52	46.89
Steamfitter Crewleader	47.80	49.24

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rules 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’s budget as approved by the Board for FY20.

**Implementation and Assessment Plan**

Upon the Board’s approval, the new wage rates as presented above will be implemented as required.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the prevailing wage rates as presented above, to be effective as of July 1, 2019.

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

\* \* \* \* \*

**(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contract, and Material Purchases Recommendation**

**Award of Contracts**

The contract award recommendations for the Board’s regular November 2019 meeting are listed below for your review. Adequate funding is available in the accounts as noted.

**Construction Contract**

Fan Replacement — Bay View High School

Prime Contractor Butters-Fetting Co., Inc.  
1669 South 1<sup>st</sup> Street  
Milwaukee, WI 53204-2999

Low Bidder, Base Bid of..... \$98,500.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	307
Total # of Minorities .....	15
Total # of Women .....	13
Required.....	15%
Submitted.....	20.3%
\$ Value.....	\$20,000.00

COIN

Required..... 10%

Student Engagement (required hours)

Paid Employment.....	200
Career-education Activity .....	10

Funds are available for the fan-replacement project from account code FAR 00 MM2 BV ECNC (Project No. 5428). The project’s start date is scheduled for November 22, 2019, and completion date is May 4, 2020.

**Professional Services Contract**

The Administration requests that the Board approve the following professional services contracts

RFP #2647 HVAC Mechanical Upgrades — Division 2 at Audubon Multi-Plex.

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide HVAC Mechanical Upgrade Design — Division 2 at Audubon Multi-Plex.

Selected firm: Thunderbird Engineering, Inc.

Contract Amount: \$106,758.00

Contract Period: November 22, 2019-July 24, 2020

Budget Code: FAR 00 MMQ AD ECNC HVA8

**Material Purchases**

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*Door Hardware*

**Lincoln Center of the Arts**

Prime Contractor

Accredited Lock and Door Hardware Co.  
1161 Paterson Plank Road  
Secaucus, NJ 07094

Low Bidder, Base Bid of..... \$125,964.00

Funds are available for the door-hardware project account code FAR 00 MMQ LN ECNC ADA8 (Project No. 3008).

**Milwaukee Academy of Chinese Language**

Prime Contractor

Accredited Lock and Door Hardware Co.  
1161 Paterson Plank Road  
Secaucus, NJ 07094

Low Bidder, Base Bid of..... \$90,606.50

Funds are available for the door-hardware project account code FAR 00 MMQ CC ECNC ADA8 (Project No. 2607).

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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The item authorizes expenditures for:

- Total Construction Contract Requested .....\$ 98,500.00
- Total Professional Services Contract Requested .....\$ 106,758.00
- Total Material Purchase Requested.....\$ 216,570.50

**Implementation and Assessment Plan**

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Upon the Board’s approval, the construction contract, professional services contract, and material purchases, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the construction contract, professional services contract, and material purchases as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 7) Action on the Award of Professional Services Contracts**

**RFP 962 Authorization to Extend a Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services**

The Administration is requesting authorization to extend a contract with Goodwill Talentbridge, LLC, (“Goodwill”) for contingent staffing services. This contractor will be used to deliver contingent staffing services for nonexecutive personnel (classified positions), which include, but are not limited to, secretarial/clerical, food services, and children’s health assistants, to Milwaukee Public Schools.

As a result of the high volume of hiring which the District is required to do for classified positions, contingent staffing is necessary to fill these positions temporarily while the recruitment-and-hiring process is completed.

The contractor was chosen pursuant to RFP 962, which closed on November 2, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, option year for the contract. This contract extension will run from January 1, 2020, through December 31, 2020.

The total cost of the contract in this final extension year will not exceed \$5,795,000.

Budget Code: Varies by location using service .....\$5,795,000

**Goodwill Talentbridge LLC**

**Prime Contractor Information**

Certified HUB Contractor? .....	No
Total # of Employees .....	6,114
Total # of Minorities .....	3,118
Total # of Women .....	3,485

**HUB Participation**

Required.....	5%
Proposed .....	5%
\$ Value.....	???

**Student Engagement (hours per 12-month contract)**

Paid Student Employment-Hour Commitment .....	600
Student Career-awareness Commitment .....	30

**RFP 989 Authorization to Extend a Contract with National Vision Administrators, LLC, to Provide Vision Benefits**

The Administration is requesting authorization extend a contract with National Vision Administrators, LLC, (“NVA”) to provide vision benefits to MPS employees through a fully-insured vision plan.

The selected vision plan currently provided to MPS employees includes, but is not limited to, a 100%-covered eye examination; an eyeglasses-frame allowance of \$100, with standard glass or plastic lenses covered 100%; or, in lieu of eyeglasses, a \$100 retail allowance on contact lenses. NVA’s Eye Care Professional Network includes 59,776 providers at 24,835 locations. For MPS employees, there are, on average, two providers located within five miles of their homes.

The contractor was chosen pursuant to RFP 989, which closed on July 9, 2018. In September 2018, the Board approved a contract with NVA with an initial term running from January 1, 2019, through December 31, 2019. The Board also approved three one-year renewals. This first renewal term will run from January 1, 2020, through December 31, 2020, with the same terms and rates. Certain performance guarantees are associated with the contract.

The total cost of the contract term will not exceed \$855,000.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District-Wide) .....\$855,000

National Vision Administrators, LLC

Prime Contractor Information	
Certified HUB Contractor? .....	NO
Total # of Employees .....	100
Total # of Minorities .....	47
Total # of Women .....	71
HUB Participation	
Required.....	NA
Proposed .....	\$2,293
\$ Value.....	\$2,293
Student Engagement (hours per 12-month contract)	
Paid Student Employment-Hour Commitment .....	300
Student Career-Awareness Commitment.....	10

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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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**

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Your Committee recommends that the Board authorize the professional services contracts, with the exception of the Talent Bridge contract, as set forth in the attachments to the minutes of your Committee’s meeting.

The gavel was passed to Director Báez at 7:17 PM.

Director Miller moved to approve the Administration’s recommendation with a \$1 million reduction in the contract with Talen Bridge. The motion passed, the vote being as follows:

- Ayes — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
- Noes — None — 0.

The gavel was returned to President Miller at 7:19 PM.

\* \* \* \* \*



**(Item 8) Action on Revised FY20 Phase Two Salary-step Schedules for the Psychologists Association in Milwaukee Public Schools (PAMPS) and for the Administrators’ and Supervisors’ Council (ASC) in Pay Grades 00-07**

**Background**

The Administration and the Psychologists Association in Milwaukee Public Schools (PAMPS), through the meet-and-confer process, have agreed to the following revised salary step schedules for the school psychologists’ bargaining unit’s members:

Years	Steps	Psychologist
0	0	\$56,125
1	1	\$58,459
2	2	\$60,792
3	3	\$63,125
4	4	\$65,459
5	5	\$67,792
6	6	\$70,125

Years	Steps	Psychologist
7	7	\$72,459
8	8	\$74,792
9	9	\$77,125
10	10	\$79,459
11	11	\$81,792
12	12	\$84,125
13	13	\$86,459

Years	Steps	Psychologist
14	14	\$88,792
15	15	\$91,125
16	15	\$91,125
17	15	\$91,125
18	15	\$91,125
19	15	\$91,125
20	15	\$91,125

The Administration has developed a salary-increment amount of \$1,300 for those exempt from the Administrators’ and Supervisors’ Council (ASC) in pay grades 00-07. They will not be on a salary-step schedule.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

**Fiscal Impact Statement**

The total cost for Phase Two is not to exceed six million dollars. Funding for year-one implementation of the phase-two salary step schedules was provided in the fall adjustments to the fiscal year 2019-20 budget which the Board approved at its special meeting on October 29, 2019.

**Implementation and Assessment Plan**

Upon the Board’s approval, the Administration will implement the salary-step schedule and the step increments with an implementation goal date in January of 2020.

**Committee’s Recommendation**

Your Committee recommends the Board approve the revised salary-step schedule and the step increments.

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

\* \* \* \* \*

**(Item 9) Action on Resolution 1920R-006 Regarding the Early Retirement Window (ERW)**

**Background**

At its meeting on May 30, 2019, the Board referred Resolution 1920R-006 by Director Siemsen to the Committee on Accountability, Finance, and Personnel. At its meeting on September 26, 2019 the Board adopted the resolution as presented below:



WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors, on March 30, 2017, approved an Early Retirement Window (ERW) that allowed eligible employees to retire within a three-year period beginning on July 1, 2017 and ending June 30, 2020; and

WHEREAS, The requirements for ERW eligibility included:

- hired before July 1, 2013
- at least age 55 years
- 20 years of service
- 90% of sick leave (1,044 hours for 10-month employees; 1,080 for 12-month employees); and

WHEREAS, School-based employees must retire at end of the school year and provide notification of retirement by January 31 of the school year; and

WHEREAS, Effective July 1, 2020, the ERW ends and the age requirement for retiree health- and life-insurance benefits reverts to age 60; and

WHEREAS, These ERW parameters likely accelerate staff retirements, as noted in the actuarial valuation results presented to the Board on December 11, 2018; and

WHEREAS, Accelerated staff retirements are likely to compound the District's significant challenge of filling and staffing position vacancies; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of the current ERW and of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back the Board no later than the November 2019 Board cycle.

The Administration and the OAE have worked closely with the actuarial firm Gabriel Roeder Smith & Company (GRS) to prepare the following analysis.

#### **Board Action — September 2019**

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- Direct the Administration and the Office of Accountability and Efficiency to estimate fiscal impact of
  - current Early Retirement Window (ERW)
  - extending ERW.

#### **Current ERW**

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- Three-year period (July 1, 2017-June 30, 2020)
- Eligibility
  - Hired before July 1, 2013
  - At least age 55 years
  - 20 years of service
  - 90% of sick leave (1,044 hours for 10-month employees; 1,080 for 12-month employees)

#### **Current ERW — Goals and Success Criteria**

- Goals
  - Cost savings
  - Opportunity to develop fresh talent
- Success Criteria
  - Savings realized and invested in HR
  - Sufficient quantity and quality of new talent

*Current ERW — Analysis of Outcomes*

## Eligibility and Participation Rates

	Fiscal Year			Total to Date
	17-18	18-19	19-20	
Number Eligible	531	184	174	889
Number Participated	151	122	?	273
Participation Rate			?	31%

## Cost Savings

- Occur only during the period that begins the day the employee retires and ends the day the employee would have retired had the ERW not occurred (put simply, only short-term)
- Salary and benefit savings
- Requires a match between replacement and retiree to calculate

	Fiscal Year		Total to Date
	17-18	18-19	
ERW Retirees	151	122	273
Matched Replacements	86	61	147
Match Rate	57%	50%	54%
% of Savings Estimated	43%	50%	46%

## Compensation Analysis Associated with Early Retirement Window 7/1/2017-6/30/2019 (\$ in Millions)

Table A	2017-2018	2018-2019	2019-2020	2020-2021
Comp Savings	\$0.047	\$2.862	\$4.792	\$3.990
Benefit Savings	\$0.007	\$0.414	\$0.692	\$0.577
Total Savings	\$0.053	\$3.275	\$5.484	\$4.566
Health Care Cost (-)	\$0.058	\$1.755	\$3.518	\$3.298
ASC SERP Cost (-)	\$0.233	\$0.182	\$0.147	\$0.121
Teacher SERP Cost (-)	\$0.159	\$0.159	\$0.159	\$0.159
Total Cost (-)	\$0.449	\$2.095	\$3.823	\$3.578
Net Savings (Cost)	(\$0.396)	\$1.180	\$1.661	\$0.989

Table B	2021-2022	2022-2023	2023-2024	2024-2025	Total (Tables A & B)
Comp Savings	\$2.634	\$1.653	\$0.627	\$-	\$16.604
Benefit Savings	\$0.381	\$0.239	\$0.091	\$-	\$2.399
Total Savings	\$3.015	\$1.892	\$0.718	\$-	\$19.003
Health Care Cost (-)	\$2.249	\$1.373	\$0.540	\$-	\$12.790
ASC SERP Cost (-)	\$0.100	\$0.084	\$0.070	\$0.060	\$1.249
Teacher SERP Cost (-)	\$0.159	\$0.159	\$0.159	\$0.159	\$2.403
Total Cost (-)	\$2.508	\$1.616	\$0.769	\$0.219	\$16.442
Net Savings (Cost)	\$0.507	\$0.276	(\$0.051)	(\$0.219)	\$2.561

## Summary

- 31% participation, inception to date
- Savings can be estimated only with uncertainty
- New hires
  - Lower retention
  - Higher percentage of permit teachers

**Scenario 1***Extending ERW to June 30, 2023*

Compensation Savings Associated With Extended Early Retirement Window (\$ in Millions)

Table A	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Comp Savings	\$0.146	\$2.774	\$6.750	\$9.831	\$9.625
Benefit Savings	\$0.021	\$0.401	\$0.975	\$1.421	\$1.391
Total Savings	\$0.167	\$3.174	\$7.726	\$11.251	\$11.016
Health Care Cost (-)	\$0.124	\$2.531	\$6.410	\$9.738	\$9.686
Teacher SERP Cost (-)	\$0.411	\$0.411	\$0.411	\$0.411	\$0.411
ASC SERP Cost (-)	\$0.021	\$0.006	(\$0.005)	(\$0.002)	\$0.002
Total Cost (-)	\$0.556	\$2.948	\$6.816	\$10.147	\$10.099
Net Savings (Cost)	(\$0.388)	\$0.227	\$0.910	\$1.105	\$0.917

Table B	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Total (Tables A & B)
Comp Savings	\$8.189	\$4.734	\$1.383	\$-	\$-	\$43.432
Benefit Savings	\$1.183	\$0.684	\$0.200	\$-	\$-	\$6.276
Total Savings	\$9.373	\$5.418	\$1.583	\$-	\$-	\$49.708
Health Care Cost (-)	\$8.451	\$5.181	\$1.682	\$-	\$-	\$43.801
Teacher SERP Cost (-)	\$0.411	\$0.411	\$0.411	\$0.411	\$0.411	\$4.110
ASC SERP Cost (-)	\$-	\$-	\$-	\$-	\$-	\$0.022
Total Cost (-)	\$8.862	\$5.592	\$2.093	\$0.411	\$0.411	\$47.933
Net Savings (Cost)	\$0.511	(\$0.175)	(\$0.510)	(\$0.411)	(\$0.411)	\$1.775

ERW Actuarial Liability (\$ in millions) 7/1/2020 to 6/30/2023, as of July 1, 2017

Eligible Members ..... 463

Increased Unfunded Actuarial Liability ..... \$31.97

**Scenario 2***Extending ERW to June 30, 2025*

Compensation Savings Associated With Extended Early Retirement Window (\$ in Millions)

Table A	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Comp Savings	\$0.146	\$2.774	\$6.750	\$9.941	\$13.137	\$15.165
Benefit Savings	\$0.021	\$0.401	\$0.975	\$1.437	\$1.898	\$2.191
Total Savings	\$0.167	\$3.174	\$7.726	\$11.378	\$15.035	\$17.356
Health Care Cost (-)	\$0.124	\$2.531	\$6.410	\$9.913	\$13.267	\$15.781
Teacher SERP Cost (-)	\$0.568	\$0.568	\$0.568	\$0.568	\$0.568	\$0.568
ASC SERP Cost (-)	\$0.023	\$0.008	(\$0.003)	(\$0.001)	\$0.003	\$-
Total Cost (-)	\$0.715	\$3.107	\$6.975	\$10.480	\$13.838	\$16.349
Net Savings (Cost)	(\$0.547)	\$0.068	\$0.751	\$0.898	\$1.197	\$1.007

Table B	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	Total (Tables A & B)
Comp Savings	\$11.472	\$7.948	\$5.018	\$1.701	\$-	\$-	\$74.053
Benefit Savings	\$1.658	\$1.148	\$0.725	\$0.246	\$-	\$-	\$10.701
Total Savings	\$13.130	\$9.096	\$5.743	\$1.947	\$-	\$-	\$84.753
Health Care Cost (-)	\$12.349	\$8.616	\$5.358	\$1.975	\$-	\$-	\$76.323
Teacher SERP Cost (-)	\$0.568	\$0.568	\$0.568	\$0.568	\$0.568	\$0.568	\$6.816
ASC SERP Cost (-)	\$-	\$-	\$-	\$-	\$-	\$-	\$0.030
Total Cost (-)	\$12.917	\$9.184	\$5.926	\$2.543	\$0.568	\$0.568	\$83.169
Net Savings (Cost)	\$0.213	(\$0.087)	(\$0.183)	(\$0.596)	(\$0.568)	(\$0.568)	\$1.584

ERW Actuarial Liability (\$ in millions) 7/1/2020 to 6/30/2025, as of July 1, 2017  
 Eligible Members ..... 787  
 Increased Unfunded Actuarial Liability ..... \$53.83

### **Permanent Change to ERW Scenarios**

Actuarial Liability (\$ in millions), as of July 1, 2017

	Scenario 3		Scenario 4	
	Eligibility 55/20/90%, 100% Retire	Eligibility 55/20/90%, Graded Retire	Eligibility 57/20/90%, 100% Retire	Eligibility 57/20/90%, Graded Retire
Eligible Members	5,293	5,293	5,293	5,293
Increased Unfunded Actuarial Liability	\$152.5	\$46.3	\$117.7	\$26.0

No cost-savings in these scenarios

### **Quantity and Quality of Replacement Talent**

- Considerations
  - Percentage of permit/unlicensed teachers
  - Number of vacancies and time to fill
  - Equitable distribution of highly-qualified teachers throughout District
  - Retention rate of replacement staff
  - WRS retiree return-to-work constraints

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06, Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

N/A

### **Committee's Recommendation**

Your Committee recommends extending the Early Retirement Window for three additional years.

The gavel was passed to Director Báez at 7:21 PM.

Director Miller moved to permanently extend the ERW benefit to those 600+ employees that have earned eligibility in the current ERW but have not yet elected to participate, and to direct the Administration, in collaboration with the MTEA and other bargaining units, to:

1. develop a plan to review and to fix a permanent retirement age that will allow the district to attract and to retain staff; and
2. bring back a plan within the next budget cycle that includes implementation by the 2020-2021 school year.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
 Noes — None — 0.

The gavel was returned to President Miller at 7:35 PM.

\* \* \* \* \*

**(Item 10) Action on a Request for Position Authority for Emerging Educators****Background**

The Administration is seeking position authority for the position of emerging educator. A Milwaukee Public Schools (MPS) emerging educator provides an instructional program for students which is appropriate to their educational needs and developmental levels. The employee is responsible for implementing the lesson plans of the teacher whom he/she is replacing and for meeting the duties of teaching as outlined in the policies and procedures of MPS. The emerging educator participates as an integral member of the instructional team to include tutoring students, assisting in documentation of pupils' progress, and the preparation and organization of materials and equipment for instruction. The emerging educator is assigned to a specific school for the duration of the school year, filling vacancies within that school for up to ten (10) school days per classroom/assignment.

The emerging educators are not teachers of record, but are emerging educators in a teacher-degree-and-licensure program and hold substitute teacher's licenses with the Wisconsin Department of Public Instruction.

The position description is attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

These positions are already budgeted for in the FY20 budget.

**Implementation and Assessment Plan**

Upon the Board's approval, the Administration will move forward with the placement of those in the program into these positions.

**Committee's Recommendation**

Your Committee recommends that the Board approve the request for position authority for the emerging educators.

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

\* \* \* \* \*

**(Item 11) Action on Resolution 1819R-014 By Directors Phillips and Woodward Regarding Appointing School Leaders****Background**

At its meeting on January 24, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-014 by Directors Phillips and Woodward to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Board Governance Policy BG 3.02, Role of the Superintendent, Section (1)(b), gives the Superintendent the authority and responsibility to "...appoint, subject to confirmation by the Board...principals, assistant principals, and teachers as may be authorized by the Board"; and

WHEREAS, As laid out in Administrative Policy 9.04, Community Involvement In Decision Making, the Milwaukee Board of School Directors, in acknowledging "...the value of broad citizen involvement

[in] the program[ming] and operations of the Milwaukee Public Schools,” recognizes the importance of the involvement of parents and other citizens of the community in identifying the educational needs and the broad goals of achievement for their children and in formulating the goals, objectives, and programs of the school system; and

WHEREAS, In approving Administrative Policy 9.11, School Engagement Councils, the Milwaukee Board of School Directors codified its intent that every school enable “...families, staff, students (when appropriate), and community to work to support and inform shared leadership, equity, and cultural relevance resulting in increased student achievement”; and

WHEREAS, Section (1) of Administrative Policy 6.01, General Personnel Policies, commits the Milwaukee Board of School Directors “...to employing the most effective staff possible for all schools and departments”; and

WHEREAS, As stated in Section (1) of Administrative Policy 6.01, among the “specific factors and conditions” that the Board endorses to make schools and departments more effective are strong local (site) leadership and shared decision making; and

WHEREAS, A school leader has a strong and direct impact on the morale of students and staff, the climate of the school in general, and the achievement of its students; and

WHEREAS, In the contemporary school, the school leader is not only responsible for the traditional task of managing students, staff, and grounds efficiently, but also must be aware of, and participate in, instructional and community issues; and

WHEREAS, The success of a school leader relying heavily upon the support and “buy-in” of teachers, staff, parents, and other members of the school community members, the selection of a new school leader should be a local effort that includes stakeholders who understand the school’s population, culture, and direction; now be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs that the process of selecting and appointing new school leaders, while not superseding the superintendent’s authority as established by the Board, be modified to provide strong input from the school communities to which these new leaders are to be assigned; and be it

FURTHER RESOLVED, That the modification of this process include the establishment of effective hiring committees (which includes the School Engagement Council) that understand the specific leadership needs both of the schools to which new leader will be assigned and the District and that will be responsible for ensuring that appropriate matches are made between schools’ new leaders and the local school community; and be it

FURTHER RESOLVED, That such a hiring committee shall be established for each school to which a new leader is to be assigned and that such committee shall comprise members of the current leadership of the school (if appropriate), representative teachers and staff of the school, the School Engagement Council (or equivalent), representatives from the MPS Department of Human Resources, and staff from the Superintendent’s office; and be it

FURTHER RESOLVED, That the hiring committee shall be committed to recruit the strongest candidates based on criteria that best meet the needs and goals of both the school and the District, to conduct an onsite performance assessments of every finalist, and to plan for as smooth a transition in leadership as possible; and be it

FURTHER RESOLVED, That the hiring committee shall participate in the selection and evaluation of the school leader in a manner consistent with all federal, state, and District guidelines and regulations regarding employment, contracting laws, and record keeping as are applicable, including the District’s policy on criminal background screening and the required physical examinations of new employees, which functions shall be performed under the auspices of MPS Department of Human Resources; and be it

FURTHER RESOLVED, That the hiring committee is to serve only in an advisory capacity and shall not have the authority to hire or fire any employees of the school, including the school leader, and may only make recommendations with regard to the individual appointed to the position of school leader such that no school leader shall be appointed without the agreement of MPS; and be it

FURTHER RESOLVED, That the committee shall interview and recommend to the superintendent for appointment the school leader in a manner that is consistent with Administrative Policy 6.23, Recruitment and Hiring: Staff, and shall provide a detailed statement of the candidate’s qualifications and reasons for the committee’s recommendation, at which time the superintendent shall review the recommendation and either forward it to the Board for final confirmation by the Milwaukee Board of

School Directors in accordance with Board Governance Policy 3.02, Role of the Superintendent, or return it to the hiring committee with a detailed explanation of any concerns that the superintendent may have with the recommendation; and be it

FURTHER RESOLVED, That, upon adoption of this resolution by the Milwaukee Board of School Directors, the Administration will prepare for the Board's approval the plan for implementation of this resolution, which the Administration shall present to the Board no later than the April 2019 board cycle; and be it

FURTHER RESOLVED, That, upon the Board's approval of a plan for implementation of this resolution, the Administration shall revise all administrative policies and procedures affected by its adoption and bring them to the Board for its approval no later than the June 2019 board cycle.

Since the time of referral, the Administration has had the opportunity to meet with the resolution's authors for discussion and clarification.

The Administration is in agreement with the objectives of Resolution 1819R-014 regarding selecting and appointing new school leaders. The current practice for filling school-leader vacancies is in alignment with the resolution. The resolved portions of the resolution include an emphasis on school communities being very involved in the selection of their leaders, while also acknowledging that the superintendent has the authority to use the interview process or to directly assign leaders in the best interest of the district.

Administrative procedure 6.23(3) outlines the process for filling the school-leadership positions. Specific qualifications of candidates, as well as the interview process, including the make-up of the interview team, are defined.

The District uses a three-step interview process for selecting school leaders: School-based interview teams screen applicants and decide on the individuals that they wish to interview. From that pool, the school-based interview team conducts interviews, decides who it thinks are the best candidates to lead its school, and sends those individuals to round two, where the Office of School Administration will conduct interviews. Candidates that successfully make it to be finalists from those interviews are presented to the superintendent and the chief school administration officer, who make the final decision.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.23, Recruitment and Hiring: Staff

#### **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 continues the current practice, which is aligned to Resolution 1819R-014, and place Resolution 1819R-014 on file.

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

\* \* \* \* \*

### **COMMITTEE ON LEGISLATION, RULES AND POLICIES**

Director Herndon 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 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings**

**Background**

At its meeting on January 24, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-013 regarding inclement weather to the Committee on Legislation, Rules and Policies. At its meeting on March 28, 2019, the Board adopted the resolution and directed the Administration to make revisions to Administrative Policy 4.01, Emergency Plans, and Administrative Procedure 4.01(3), Emergency Closings. Additionally, the Administration was to investigate and report back to the Board regarding the feasibility of designating some sites throughout the district as emergency or contingency shelters in cases in which schools are closed due to inclement weather.

The Administration is proposing revisions to the policy and procedures in alignment with the Board's action. This includes the addition of current guidelines for the closure of schools due to inclement weather and various factors that could contribute to the decision to close schools due to inclement weather. Language has also been added to reflect the District's continued practice of communicating with nearby districts as well as CESA #1 and the Milwaukee Archdiocese regarding the factors which they are considering in cases of extreme weather and the potential closure of schools.

The Administration is also continuing to research the feasibility of designating some sites distributed throughout the district as emergency or contingency shelters that would be open when schools are closed due to inclement weather and on other non-attendance days for students who are in need of food and shelter.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 4.01, Emergency Plans  
Administrative Procedure 4.01(2), Emergency Hospital Locations  
Administrative Procedure 4.01(3), Emergency Closings

**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 revisions.

**Committee's Recommendation**

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 4.01, Emergency Plans; Administrative Procedure 4.01(2), Emergency Hospital Locations; and Administrative Procedure 4.01(3), Emergency Closings presented below:

Administrative Policy 4.01  
Emergency Plans

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff, should a threat to safety arise from fire or other causes. It also strengthens the morale of all concerned to know that preparedness plans exist and that students and staff have been trained in carrying them out.

- (1) Fire, Civil, and Natural Disaster Emergencies
  - (a) The school system shall develop and maintain plans to meet the requirements of state law for preparedness in case of fire, civil emergencies, and natural disasters.
  - (b) ~~Building principals~~ School leaders shall be scrupulous in meeting the statutory requirement for conducting fire drills at least once a month to give students practice in moving with orderly dispatch to designated areas under emergency conditions, and in providing staff practice in carrying out their assigned responsibilities for building evacuation.



(c) At least twice annually, ~~one shelter drill~~ an evacuation drill shall be conducted in each school every school year to give students practice in evacuating and sheltering in place for tornadoes, school safety matters, or other hazards.

(d) ~~Principals of all schools~~ All school leaders shall file crisis response plans with the superintendent or his/her designee. School crisis plans shall be considered confidential documents and shall not be circulated beyond those employees who need to know the specific details.

(e) A record and report of safety drills shall be maintained in accordance with state statutes.

(2) Accident and Health Emergency Plans

Each school principal shall develop local school plans and procedures to deal with health and accident emergencies in accordance with general guidelines set forth by the superintendent. These processes shall include a plan of action, which clearly indicates each person’s responsibilities in handling emergency health and accident cases.

(3) Accident Reports

Schools must report every accident involving a student which occurs on school grounds or while the student is under the supervision of school authorities. Student accidents are to be reported on the student accident form.

(4) Emergency Closings

(a) The decision to close schools because of weather conditions (heavy snow, extreme temperatures, other severe weather conditions) shall reside with the superintendent or his/her designee.

(b) Each year, in early October, the superintendent or his/her designee shall contact area radio and television stations capable of handling emergency school closing announcements to seek their cooperation during the approaching snow season. The superintendent shall also schedule staff for early morning weather observation on school days during the snow season and shall develop procedures concerning the notification of students, parents, staff members, vendors, appropriate governmental and private agencies, and all other affected citizens on the days when schools will be closed because of extreme weather conditions.

Administrative Procedure 4.01(2)  
Emergency Hospital Locations

1.	Children’s Hospital of <u>Wisconsin-Milwaukee Campus</u> 9000 West Wisconsin Avenue.....	<del>266-2626</del> <u>266-2000</u>
2.	<u>Ascension Columbia St. Mary’s Hospital Milwaukee</u> <u>2025 E. Newport Avenue 2301 N. Lake Drive</u> .....	<del>961-3500</del> <u>585-1000</u>
3.	<u>Froedtert Memorial Lutheran Hospital &amp; Medical College of Wisconsin</u> 9200 West Wisconsin Avenue.....	<del>257-5717</del> <u>805-3000</u>
<del>4.</del>	<del>Northwest General Hospital</del> <del>5310 West Capitol Drive</del> .....	<del>447-8573</del>
<del>5</del> 4.	<u>Ascension St. Francis Hospital</u> 3237 South 16 <sup>th</sup> Street.....	<del>647-5165</del> <u>647-5000</u>
<del>6</del> 5.	<u>Ascension SE Wisconsin Hospital — St. Joseph’s Hospital Campus</u> 5000 West Chamber Street.....	<del>447-2171</del> <u>447-2000</u>
<del>7</del> 6.	<u>Aurora St. Luke’s Hospital Medical Center</u> 2900 West Oklahoma Avenue.....	<del>649-6333</del> <u>649-6000</u>
<del>8</del> 7.	<u>Aurora St. Luke’s South Shore Hospital</u> 5900 South Lake Drive.....	<del>769-4055</del> <u>489-9000</u>
<del>9.</del>	<del>St. Mary’s Hospital</del> <del>2323 North Lake Drive</del> .....	<del>291-1200</del>

<del>40</del> 8.	<del>St. Michael's Hospital</del> <u>Ascension All Saints Family Health Center</u> 2400 West Villard Avenue.....	<del>527-8175</del> <u>527-8191</u>
<del>44</del> 9.	<del>Aurora-Sinai Samaritan</del> <u>Medical Center</u> 9485 North 12 <sup>th</sup> Street.....	<del>219-6666</del> <u>219-2000</u>
<del>42</del> 10.	<del>Aurora West Allis Hospital</del> <u>Medical Center</u> 8901 West Lincoln Avenue.....	<del>328-1111</del> <u>328-6000</u>

Administrative Procedure 4.01(3)  
Emergency Closings

(a) General

1. The decision to close schools because of extreme weather conditions shall reside with the Superintendent or his/her designee.

2. A number of factors will be considered regarding the closure of schools due to inclement weather, including extreme temperature (20-degrees-below-zero wind chill in the winter and when heat index values are expected to be 95 degrees or higher during the daytime hours), rain, ice, and snow. The Superintendent shall also schedule staff for early morning weather observation on school days during the snow season and shall develop procedures concerning the notification of students, parents, staff members, vendors, appropriate governmental and private agencies and all other affected citizens on the days when schools will be closed because of weather conditions. The same approach will be applied during those months when summer school is in session.

3. During the summer months when school is in session, and temperatures are determined to be extreme, the administration will develop and implement emergency plans. This will include relocating students to sites with whole-building air conditioning-systems and coordinating with the City of Milwaukee Health Department's Heat Task Force. In alignment with the Heat Task Force's guidelines, a heat-related hazardous-weather outlook is considered when heat index values are expected to be 95 or higher during daytime hours in the next 1-7 days. Advisory threshold values are a single daytime period in which heat index values are expected to be 100 or higher or daytime heat index values are expected to be 95 to 99 for four consecutive days or more.

(b) Closing Procedures

1. The decision to close schools because of weather conditions is made by the Superintendent based on information received from a variety of sources: suburban school districts, the Archdiocese of Milwaukee, CESA #1, City of Milwaukee Health Department, the National Weather Service, the City of Milwaukee's supervisor in charge of snow emergencies, the fire department and, for reports of weather and travel conditions throughout Milwaukee, the police department, the sheriff's department, bus companies, and others as required.

2. If schools are not to be closed, no announcement will be made. If, however, the decision is made to close the schools, the cooperating media will be informed of the fact between 5:30 and 6:00 a.m. on the morning of the closing. Announcements will not be made the night before unless extraordinary circumstances make such an announcement in the best interest of students and parents.

3. If schools are already in session, and developing weather conditions indicate a closing or other adjustment may be necessary, administrative specialists will call key principals school leaders to determine travel conditions in various areas in the city. Particular attention will be given to schools where children are transported and to schools housing exceptional that have children with disabilities who are transported. When the Superintendent decides that weather conditions necessitate closing schools, schools will be notified via the Wizard mail, email and text message, and cooperating media will be requested to make the announcement public.

4. After receiving the wizard mail email and text message authorizing the closing of schools, principals school leaders are to take the following actions:

- a. acknowledge, within 20 minutes, receipt of the message;
- b. send students and staff members home after making provisions for crossing guards, supervision, and other safety measures. Supervision must be provided for those children who are transported until the buses have loaded and departed. Principals are to personally check to make sure that all students and staff have left the building;
- c. contact, within 60 minutes, transportation services regarding the success or failure of vacating the building.

## (c) Procedures When Unable To Vacate Building

In the event a ~~principal~~ school leader reports being unable to vacate the building, the procedures listed below shall be followed.

1. Transportation services will establish on---going communication with the school, the ~~Emergency Government Administration Office of Emergency Management and Homeland Security~~, the police and fire departments, the mass media, and other appropriate agencies. This communication network will function until all students and staff have left the school.

2. The ~~Emergency Government Administration Office of Emergency Management and Homeland Security~~ has a number of emergency vehicles, including snowmobiles, which can be dispatched to schools if it is absolutely essential to evacuate people in need of medical treatment or other situations warranting emergency evacuations. The principal is to contact Transportation Services if the principal feels, or a doctor recommends, that a child or adult be evacuated because of a physical condition.

3. In the event of a telephone failure, Transportation Services will coordinate efforts to dispatch emergency vehicles to schools to check on conditions in the school during the period of the emergency.

4. The mass media will be notified that certain schools have been unable to evacuate and that provisions are being made in these schools for the safety and welfare of students and staff.

5. Under the direction of the principal, food from the school lunch program may be served to students and staff during severe weather emergencies.

6. It is essential that these procedures be reviewed with the total staff and that individual school plans be developed to make provisions for this type of emergency.

## (d) Make-up Day

~~The 181<sup>st</sup> day of the school year in June will be set aside as a make---up day for a school day lost earlier in the year because of weather. If there is no school closing because of weather during the year, the 181<sup>st</sup> day will be a non-student day and a non-work day. The professional-development days and record days during the school year will be used as make---up days for student attendance days lost earlier in the year because of inclement weather.~~

## (e) Information to Students and Parents

1. Parents will receive information in the parent/student handbook informing them what to do in case of weather---related problems that would cause schools to close.

2. Parochial school systems, at their request and with the approval of the Administration, may also be included automatically in any Milwaukee Public Schools early morning school closing announcements to the media.

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

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## **(Item 2) Action on a Request to Approve Creation of Administrative Policy 7.44, Music Education**

### **Background**

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001, regarding a proposed music education policy drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow-up.

At its meeting on September 26, 2019, the Board directed the Administration to convene an advisory committee made up of members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and two representatives of the Milwaukee Board of School Directors.

The advisory committee met on October 4 and October 11, 2019. The objectives of the collaborative meetings included discussing and implementing edits to the proposed policy as suggested by the Office of the City Attorney and reviewing the five-year implementation plan, fiscal impacts, and next steps.

The advisory committee has completed the proposed music education policy for the Board's consideration.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

### **Fiscal Impact Statement**

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This item does not authorize expenditures. Funding will be budgeted and expended in future years.

### **Implementation and Assessment Plan**

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Should this policy be adopted, the Office of Board Governance will publish it for implementation.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve creation of Administrative Policy and Procedure 7.44, Music Education, with the inclusive of a statement that all district-purchased instruments are the property of MPS and must be allocated to schools in an equitable manner by the District's music curriculum specialists:

#### Administrative Policy 7.44 Music Education

(1) Statement of Purpose

(a) The Milwaukee Board of School Directors (Board) believes that each person deserves the opportunity to develop the skills and knowledge necessary for participation in and appreciation for the arts. To that end, the Board shall require that the instruction of music be provided within all Milwaukee Public Schools (MPS).

(b) All students shall be provided with the opportunity to have music instruction and to develop 21<sup>st</sup>-century skills and understandings through music education.

(2) Standards for the Instruction of Music

(a) Music instruction shall be provided in accordance with a written comprehensive music curriculum, including developmental experiences involving singing, playing instruments, listening, movement, creative expression, and music reading.

(b) Music instruction shall be provided for all pupils in grades kindergarten through 6 and shall be performed by, or under the direction of, a licensed music teacher.

(c) Music instruction, including general, vocal, and instrumental music classes, shall be available to all pupils from grades 7 through 12 and shall be taught by a licensed music teacher.

(d) No student in MPS will be denied access to participation in any school's music education program. Students with disabilities shall have access to music instruction in a manner consistent with their individualized education plan.

(e) All classroom music teachers are to be employees of Milwaukee Public Schools and be licensed by the State of Wisconsin. Traveling music teachers must work in collaboration with the licensed music teacher in the building.

(f) School leaders, in collaboration with the classroom music teacher, are responsible for the scheduling of elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction.

(g) Class sizes for music instruction shall be determined pursuant to Administrative Policy 7.25, Class Size. Larger performing ensemble class sizes may be determined at the discretion of the music teacher in collaboration with the school leader.

(h) Music instruction shall be conducted in class space that is conducive to the study of music.

(3) Hours of Instruction

(a) The school leader shall be responsible for ensuring that the following hours of instruction are met. The district music curriculum specialist shall be responsible for monitoring elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction:

- (1) Each student in grades K3-K4 shall have regular music instruction for no fewer than 30 minutes per week.
- (2) Each student in grades K5-grade 2 shall have regular music instruction for no fewer than 60 minutes per week.
- (3) Each student in grades 3-5 shall have regular music instruction for no fewer than 75 minutes per week.
- (4) Each student in grades 6-8 shall have regular music instruction for no fewer than 100 minutes per week.
- (5) Instrumental and vocal classes in grades K-8 shall meet at least three times weekly for a minimum of 120 minutes per week.
- (6) All performance-based classes and general music classes at the high school level shall meet for a minimum of 200 minutes per week.
- (7) All schools shall budget for one 45-minute period of lessons for each 100 students in grades 4 and above either by an MPS traveling music teacher or another qualified music instructor.

(4) Musical Instruments

- (a) All MPS schools shall maintain an inventory of instruments to be made available for student rental and use.
  - (1) All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.
  - (2) Inventory, records, repair, and maintenance of these instruments shall be the responsibility of the building music teacher in collaboration with the district instrument specialist.
  - (3) Musical instruments that remain in the school building shall be stored in a secure location.
  - (4) The district music curriculum specialist shall be responsible for maintaining a district-level inventory of instruments and developing appropriate rental policies.
  - (b) Instruments shall be made available for student use in an equitable manner that considers the needs of individual students.

(5) Monitoring and Evaluation

Bianually, in March and August, a report shall be presented by the district’s music curriculum specialist to the Board on the district’s music education programs.

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

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**COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

Director Woodward presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

**(Item 1) Report with Possible Action on the Citywide Region Showcase**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

**Background**

At the Board’s direction, the structure of the 2019-2020 monthly Region Showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Citywide Region is featured. The region, which serves 9,896 students has 1,201 staff members, comprises 22 schools, including K3-5, K4-8, traditional middle schools, high schools, and an

alternative school. The schools include the following: Browning, Bruce, Clarke, Elm, Fairview, Lancaster, Riverwest, Townsend, Audubon Middle School, Douglas Middle School, Green Tree, King Middle Years, Lincoln Center of the Arts, Morse, Roosevelt, Wedgwood, Audubon High School, Bradley Tech, North Division, South Division, South Accelerated Academy, and Washington High School.

The Citywide Region offers the following programming to meet the various needs of learners in pursuit of academic excellence: developmental bilingual and traditional monolingual biliteracy experiences, gifted-and-talented, International Baccalaureate Middle Years Program, Project Lead the Way (PLTW), Engineering is Elementary, and GE STEM, to name a few.

The Citywide Region is successful due to its families, staff, and dedicated community partnerships, a vital component to the success of students. The following are some of the community partnerships in the Citywide region: Arts@Large, Junior Achievement, Boys & Girls Clubs of Greater Milwaukee, and Math Motivators.

[A detailed presentation, including a spotlight on Wedgwood, is included in the attachments to the minutes of your Committee's meeting.]

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

### **Fiscal Impact Statement**

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N/A

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### **(Item 2) Report with Possible Action Regarding the 53206 Initiative**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

#### **Background**

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To better serve the community in the 53206 zip code, the Milwaukee Board of School Directors approved implementation of the 53206 Initiative.

The Principals' Cohort continues to move forward with this Initiative. The Principals' Cohort--consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Green Bay Avenue, Gwen T. Jackson, Keefe Avenue, and Lafollette--has met monthly to further discuss the needs in 53206 schools.

Leaders have worked collaboratively to make the necessary reconfigurations for the 2019-2020 school year: Auer Avenue, Keefe Avenue, and Hopkins-Lloyd have transformed from K-8 schools to become K5 schools, while Benjamin Franklin and Lafollette will maintain their K8 status. Andrew Douglas's educational program has moved to a middle-school program serving only students in grades 6, 7, and 8. Andrew Douglas has relocated into the original Andrew Douglas School building for the 2019-2020 school year. The Andrew Douglas School building was renovated and refreshed to accommodate the learning needs of middle-grade students.

North Division High school will serve as a flagship high school for the 53206 Initiative. North Division has produced "The Blueprint," which outlines the "re-envisioning" of North Division High School. The plan showcases the four National Academies Foundations at North.

The nine 53206 schools will have common innovative academic and cultural programs rooted in our district's Ambitious Instruction plan to promote academic success for some of our most disadvantaged students whereside in this zip code.

The update attached to the minutes of your Committee's meeting provides an overview of the progress that has been made, alignment to the Superintendent's Five Priorities for Success, and next steps to continue to move the 53206 Initiative forward.



**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

**Fiscal Impact Statement**

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N/A

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**(Item 3) Report with Possible Action on Family and Community Engagement Activities**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

**Background**

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MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their children’s education,

This framework was developed from a strength-based position to build trusting relationships between schools and families. This report provides an update on some of the work currently being done by Parent Coordinators (PCs) relative to standards 1, 3 and 6.

Each year Milwaukee Public Schools works to increase efforts around family engagement. These efforts are recognized as the responsibility of all school-based personnel, and the role of the PC is critical to each school’s ability to meet the Family & Community Engagement Framework’s standards.

The role of the PCs is multi-faceted: their focus is on strengthening the family-school relationship while actively engaging in the school’s overall educational process. The PC’s primary goals include helping schools provide a welcoming and culturally relevant environment; equipping parents with the necessary tools to be active in their children’s education and building meaningful, sustained relationships with MPS families. Each of these goals are geared toward one main objective, which is improved student outcomes.

The supervision for all PCs is provided by the school leader, while training and support is provided by the Department of Strategic Partnerships & Customer Service’s family and community engagement associates (FACES).

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family, and Community Engagement

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

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Administrative Policy 9.04, Community Involvement in Decision Making

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**COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

Director Peterson presented the following report for the Committee on Strategic Planning and Budget:



TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

**(Item 1) Report with Possible Action on the Office of Human Resources Update**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

**Background**

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The Council of the Great City Schools reviewed the current structures and practices of the Office of Human Resources. This presentation shares the updates on the changes made to the Office based on the report.

**Recruitment and Events**

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- Holding quarterly MPS Job Fairs
- Outside recruitment fairs
  - City of Milwaukee’s Diversity Recruitment Fair
  - CESA recruitment fairs
  - National, regional, local education conventions
  - College and university recruitment fairs
  - Spain, Puerto Rico, Mexico
- College and university events
  - Meet with students in college and university Departments of Education
  - Meet with students in other college and university departments
  - MATC para program
  - Meet with student teachers in MPS prior to graduation

**Efficiencies in Recruitment and Hiring**

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- Reviewing new-applicant tracking systems
- Reviewing video recruitment and interviewing programs
- Changes to City Civil Service Exams
  - Children’s health aids and kitchen managers no longer take exam
  - Exam for food service assistant and building service modified
- Physical Screenings
  - Reviewing possibility of two to four smaller contracts with providers for physicals and drug-screenings during the height of hiring season
  - Now require only one visit for screening
    - > Moved to paper screener for TB instead of shot, which required second visit
    - > Frees up two days a week for scheduling appointments at clinic
    - > Reduces travel and time commitment for candidates

**Retention and Onboarding of Certificated Staff**

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- New Educator Institute (NEI) — Office of Academics, Department of Organizational Development
  - Has an online onboarding resource as well as the three-day in-person training which includes intense learning around Ambitious Instruction 2.0, restorative practices, culturally-responsive teaching, trauma-informed care, and classroom management
  - Increasing it to five days
  - Getting ID badge machine at NEI

**Retention and Onboarding of Classified Staff**

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- The Office of Human Resources has an online onboarding resource which covers mandated reporting, the Employee Handbook, and the benefit offerings for new classified staff.

- Departments have their own training programs which new classified staff attend before being assigned to their work locations.

### **Retention and Onboarding**

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- Full benefits package — health, dental, vision, life
- WRS and ERS pensions; 403(b)
- Wellness programs
- Employee-assistance program
- Tuition reimbursement and assistance
- MPS university
- Professional development and trainings
- Salary step schedules
- Retention study
  - Exit-survey data already being collected for certificated staff
  - Conduct stay interviews — surveys of teachers about why they choose to stay in MPS
  - Compile into report for data review and analysis to guide future planning
- Evaluations and Job Descriptions
  - Districtwide evaluations of all non-certificated staff started in FY20
  - Currently working with all departments and offices to create and update job descriptions in the district
- Once finalized, they will be publically housed on the portal

### **Other Steps and Efficiencies**

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- Compensation manual
  - Details all district processes and procedures
  - Will be housed on the employee portal once finalized with new salary schedules
- Outsource (no-cost) employment and income verification

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

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## **COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

Director Baéz 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) Report with Possible Action on MPS Montessori Strategic Plan**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

### **Background**

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The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools, which educate more than 4,000 students. The Montessori Advisory Committee, which helped formulate the plan, has now shifted its efforts to support the implementation of the

strategic plan and to improve, enhance, and expand high-quality Montessori education for all the children of Milwaukee. The Montessori Strategic Plan includes long- and short-term planning. The areas of focus are curriculum and program fidelity, resource alignment, staffing and leadership, systems of communication, and facilities.

The following update on the implementation of the Montessori Strategic Plan will cover items that have been completed and what is being worked on at this time and will provide an outline of future work. Included will be the MPSU pathways for Montessori training and the updated Montessori district marketing efforts.

### **Montessori Strategic Plan Elements of Focus**

#### *Curriculum/Program Fidelity*

- Adopt Montessori essential elements
- Develop secondary-teacher training pathway

#### *Resource Alignment*

Montessori coordinator position

#### *Staffing and Leadership*

Implement teacher-and-administrator-pipeline proposal

#### *Systems of Communication*

- Marketing and community outreach
- Collaborative communication structure

#### *Facilities*

Expand program offerings with equity

### **Montessori Strategic Plan's Progress**

#### *Completed Work*

Hired Montessori coordinator

- Began Montessori training through MPSU-Alverno
- Transition of paraprofessional to emerging educator
- Implemented standards-aligned, Montessori-specific report card for primary
- Established calendar of monthly Montessori principal and SST meetings
- Attended Wisconsin Montessori Association conference in Madison

#### *Current Work*

- Finalizing paraprofessional and non-Montessori staff onboarding professional development
- Creating marketing included in the Strategic Plan
- Establishing secondary-teacher training to be held at MPSU
- Began monthly collaboration with the Office of School Administration's representative, Dr.

#### *Dinkins*

- Conducting program-support discussions
- Supporting Ambitious Instruction 2.0 professional development and other related activities
- Compiling Montessori Essential Elements

### **MPSU — Montessori Teacher Pathways**

#### *MPSU-Alverno*

- For Paraprofessionals
- Began August 2019
- 11 students enrolled
- Montessori certification, grades 1-6
- Bachelor's degree

- WI state license, K4-grade 9

**MPSU-UW River Falls**

- For WI state-licensed teachers
- Scheduled for January 2020
- Enrollment goal: 12 students
- Montessori certification, grades 1-6

**Montessori Strategic Plan: Next Steps**

November 2019	December 2019	January 2020	February 2020
<ul style="list-style-type: none"> <li>• Establish Montessori recruitment procedures and hiring timelines</li> <li>• Develop MPSU pathway for state licensing support for current Montessori teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Solidify Montessori student enrollment practice procedure</li> <li>• Develop and implement retention survey for Montessori employees</li> </ul>	<ul style="list-style-type: none"> <li>• Begin MPSU/University of Wisconsin-River Falls Montessori pathway</li> <li>• Establish staff retention goals</li> <li>• Propose Montessori Essential Elements for consideration by the board</li> <li>• AMI conference, Seattle, WA</li> </ul>	<ul style="list-style-type: none"> <li>• February 8: MPS Montessori Summit, MacDowell, 1-4 p.m.</li> </ul>

**Strategic Plan Compatibility Statement**

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

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

Administrative Policy 2.12, Advisory Committees: Administration-originated

**Fiscal Impact Statement**

This item does not authorize expenditures.

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**(Item 2) Report with Possible Action on Bilingual Education**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

**Background**

On June 19, 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003, regarding bilingual multicultural education. This Resolution promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs. Our goals are that students graduate academically prepared in English and Spanish, become conversant in other languages, and capitalize on the cultural and linguistic backgrounds of all English-learner students (ELs). Another important component of the Resolution is encouraging the participation of parents, staff, and other community stakeholders.

Since the adoption of the Resolution, district staff has been working with the community to implement the Resolution. This presentation will provide a brief overview regarding the Resolution’s essential aspects, programs that are housed in the Bilingual Multicultural Department, progress, and next steps.

### **Bilingual Multicultural Education**

**Mission:** The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

**Vision:** MPS students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

### **Fundamentals: Bilingual Resolution**

- Bilingual expansion and programing
- Engage all stakeholders
- Parental engagement and marketing
- Draw on internal and external expertise
- DMMAC
- Grow your own pipeline
- Increased hiring of bilingual staff
- Strengthened academic assessments in the native language

### **Components of the Bilingual Multicultural Education (BME)**

<b>Lau Compliance</b>	<b>English as a Second Language (ESL)</b>	<b>Dual Language One-Way and Two-Way</b>	<b>World Language/Immersion</b>	<b>First Nations Studies</b>
Language Instruction Educational Program (LIEP) Bilingual and ESL	English Language Development Framework (ELD)	Teaching for Biliteracy (T4B) Pedagogy	Face-to-Face Instruction	Classroom Academic Assistance and tutoring  Assistance to teachers on incorporating culture in the classroom
Home Language Survey and Program-participation Form	Home Language Survey and Program Participation	Biliteracy Curriculum and Instruction	Proximity Learning (WL)	District and community cultural workshops
WIDA Screener	ACCESS Data	Content and Language Allocation	Ambitious Instruction for all students learning in a target language (IM)	Assistance with authentic resource materials
Flagging and Coding		Biliteracy Scheduling		Talking Circles Culture/Language class

### **Progress: Bilingual Resolution**

#### *Completed Work*

- Expansion: ALBA (6th Gr.)
- Change of Programing:  
Doerfler (7<sup>th</sup> Gr.)  
Mitchell (8<sup>th</sup> Gr.)
- Expansion and Change of Programing:  
Riley  
Kagel (K4)
- 19 bilingual program sites have received training in T4B
- Morgandale, GreenTree, Andrew Douglas, Obama, JMAC, and Vincent offer WL.
- Istation: Spanish Literacy Intervention Resource

*Current Work*

- Professional development and coaching
- English Language Development (ELD) training K-12
- Seal of Biliteracy — WL Pathway
- Informational parent/community meetings related to bilingual education and second-language acquisition programs
- Revised Handbook for Immersion Schools (K-8)
- Hamilton and Project Stay are implementing World Language through Proximity.

*Future Work*

- Targeted Principal Support
- Seal of Biliteracy — ESL and Bilingual Pathways
- Structured opportunities for parents & community members to learn more about the benefits of bilingualism
- Proximity will present data in early December to BME.

**Next Steps: Bilingual Resolution**

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*2019-20*

- Training and support for the home-language survey and program-participation forms
- Development of MPS reports specific to ELs in the district
- Training and support in English Language Development (ELD)
- High-school Content Language Allocation Plan (CLAP)
- K5-5 Science Biliteracy Unit Frameworks (BUFs)
- Support to French Immersion school with Biliteracy Unit development

*2020-21*

- K5-5 social studies biliteracy curriculum mapping
- 6-8 biliteracy curriculum mapping

*2021-22*

- K5-5 social studies BUFs
- 6-8 BUFs

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

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**(Item 3) Report with Possible Action on the MPS/MKE Early Childhood 1,825 Initiative**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

## Background

In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children ages birth through five years in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students' learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

## MPS/MKE Early Childhood 1,825 Initiative

### Mission

To improve the learning experiences for children ages birth through five years in the city of Milwaukee by ensuring that all educators and childcare providers directly impacting children's learning possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

### Five-element Focus:

- Instruction
- Family Support
- Social-Emotional Learning
- Early Childhood Staff Development
- Equitable Resources

### MPS/MKE EC Initiative Workgroups' Progress

Workgroup	Accomplishments
Instruction	Identified and posted instructional videos for parents on how to better work with their early learners at home
Family Support	Created parent-friendly early-childhood website to also be on the MPS mobile application
Social-Emotional Learning (SEL) and Cultural and Linguistic Needs	Developed an SEL Parent Guide for parents to use when selecting childcare providers for their students
Staff Development	Identified childcare centers with which to partner and to provide professional development
Equitable Resources	Partnered with Betty Brinn on its early Childhood Resource Night

### Completed Work

- Early Childhood Initiative web page resource for parents
- Social-Emotional Parent Guide
- Instructional videos available online for parents
- Identified childcare centers with which to partner
- Participated in Betty Brinn EC Resource Night

### Current Work

- Develop monthly "Countdown to Kindergarten" activities
- Develop community PD sessions on trauma
- Train all new MPS K3 and K4 teachers on Frog Street EC curriculum
- Begin fidelity checks on Frog Street curriculum

### Future Work

- Implement "Countdown to Kindergarten"
- Provide PD for community childcare centers on trauma-sensitive care



- Participate in CTSI Parent Summit
- MPS Kindergarten Fair for MKE families
- Update MPS Head Start enrollment process
- Develop strategies to increase YoungStar

**MPS/MKE Early Childhood Initiative Timeline**

November 2019	December 2019	January 2020	February 2020
“Countdown to Kindergarten” launch	“Countdown to Kindergarten” monthly activities	“Countdown to Kindergarten” monthly activities	“Countdown to Kindergarten” monthly activities
EC Initiative website launch	Provide community PD on trauma (session 1)	Provide community PD in trauma (session 2)	Provide community PD
Community childcare partnership launch	Develop partnerships with after-school programs	Develop strategies to increase CLC YoungStar ratings	Kindergarten Enrollment Fair
Add community trainers to the registry	Develop next community PD series	Develop next community PD series	Begin implementation of strategies to increase CLC YoungStar ratings

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

No fiscal impact.

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**REGULAR ITEMS OF BUSINESS**

**(Item 1) Reports of the Board’s Delegates**

The Board received the monthly report of the Board’s delegate to the Title I District Advisory Council (DAC).

**(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors**

The Board received the monthly report of the President of the Board.

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**RESOLUTIONS**

**Resolution 1910R-010**

**By Director Miller**

WHEREAS, The Milwaukee Board of School Directors (MBSD) is committed to governing MPS with a strategic perspective that continually improves its process and capability to express values and vision; and

WHEREAS, The MBSD adheres to the “division of labor” principles implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board; and

WHEREAS, The powers and duties of the Board are defined in law and state or imply that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates; and

WHEREAS, Board members are considered state officers with school-district jurisdiction over the execution of the state’s school laws; and

WHEREAS, If the Board is to meet its responsibilities to the people and students of the community, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause; now, therefore, be it

RESOLVED, That the Board direct the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency to create a legislative task force of at least five members, established and operated consistent with Board Governance Policy 2.10; and, be it

FURTHER RESOLVED, That the charge of the legislative task force shall be to discuss and make recommendations on district legislative efforts and the possible creation of a legislative office to carry out the Board’s legislative program; and, be it

FURTHER RESOLVED, That membership of this task force be developed as outlined in Board Governance Policy 2.10 with a list of members of the task force to be brought to the Board as an informational report pursuant to Board Governance Policy 2.10(2)(a); and, be it

FURTHER RESOLVED, That the task force review both the effectiveness of past legislative efforts and progress on the Board’s current 2019-2020 legislative agenda, including efforts directed at the state legislature; federal, county, and city activities; and activities regarding related agencies and institutions in the greater Milwaukee area as outlined in Board Governance Policy 2.13; and, be it

FURTHER RESOLVED, That the task force include, but not limit itself to, the following considerations concerning the possible creation of an office to carry out the Board’s legislative program:

- alignment with district vision, mission, and core beliefs
- relevant policies and procedures
- best practices in school-district legislative programs
- organizational and reporting structure
- roles, responsibilities, and job descriptions
- budgetary and staffing needs
- transition and implementation tasks and timelines
- evaluation criteria, methods, and performance measures; and, be it

FURTHER RESOLVED, That this task force begin its work as soon as possible, but no later than January 2020 with its final report and recommendations submitted to the Board through the appropriate Board committee.

*Referred to the Committee on Legislation, Rules and Policies*

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**Resolution 1920R-011**

By Directors Taylor and Siemsen

WHEREAS, The mental health and wellbeing of students is of growing and immediate concern across the nation, especially in light of recent school shootings, cyberbullying, student suicides, and a growing sense of alienation, hopelessness, and lack of access among the nation’s youth; and

WHEREAS, Although the Milwaukee Public Schools has a number of policies in place to address such issues as cyberbullying, discrimination, and students’ wellbeing, the district lacks a comprehensive plan that brings together and coordinates all these policies and their execution; and

WHEREAS, Such a plan must encompass a systematic process of envisioning what we need to improve the lives and learning of our children and then the translation of this vision into broadly defined goals or objectives and the steps by which we can achieve them; and

WHEREAS, Parents, schools, mental-health professionals, law-enforcement, governmental entities at all levels, and students themselves must collaborate to address such a complicated and important issue; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the CMHI shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the CMHI shall be to:

- contribute to identified school and district priorities, particularly in addressing bullying and in supporting students with behavioral, mental-health, or welfare issues;
- work in partnership with schools and the community to develop and to promote a comprehensive student-engagement policy founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that promote the health and wellbeing of all students; ensure smooth transitions between grade levels and, ultimately, into postsecondary education and employment; and provide additional support to students who are at risk;
- identify, document, and respond to emerging needs of the wellbeing of schools and students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions, including participating in student support groups and conducting follow-ups;
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the CMHI shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, suicide prevention and combatting depression, anti-discrimination and anti-bigotry, and restorative justice; and be it

FURTHER RESOLVED, That the desired outcomes of the CMHI shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth; and be it

FURTHER RESOLVED, That it shall be the aim of the CMHI s to achieve the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, Department of Specialized Services, and other support staff;
  - coordination of support for students and families; and
  - development of community partnerships, including with other schools, community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - learning more effectively;
  - demonstrating improvement in engagement and attendance;
  - feeling healthy, safe, and happy; and
  - developing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That the CMHI shall include:

- a plan for informing staff and families of service offerings;
- clearly-defined procedures and protocols;
- referral services;
- actionable steps;
- data for tracking outcomes;
- student-led initiatives; and

- pathways to assistance, including the development of a mobile app for parents and students; and be it

FURTHER RESOLVED, That the CMHI shall include a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the vision, guiding principles, and strategic goals of the Comprehensive Mental Health Initiative; and be it

FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration with students and parents, schools' staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services; and be it

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources for the development of the CMHI.

*Referred to the Committee on Student Achievement and School Innovation*

The Board adjourned at 8:58 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk