



**MILWAUKEE  
PUBLIC SCHOOLS**

## **Remote Work Update**

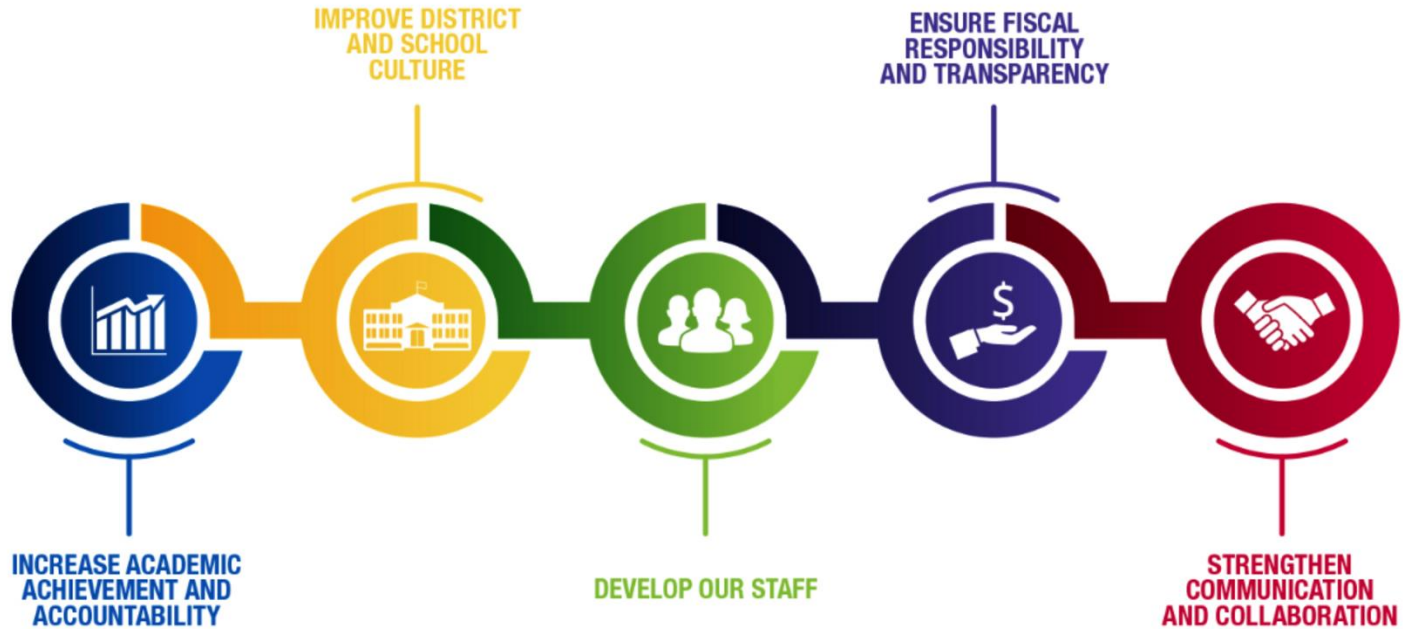
*Presenter:*

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Chief Human Resources Officer

**May 18, 2023**

**Dr. Keith P. Posley**  
*Superintendent*

# *Five Priorities for Success*



# Background

- Remote work pilot program was launched in November 2022.
- Under the pilot, eligible employees in Finance, Human Resources, and Technology were able to work remotely up to three days per week.
- On February 23, 2023, the Board approved a remote work provision for the Employee Handbook.

# Remote Work Expansion

- The Employee Handbook allows non-school based employee groups outside of Finance, Human Resources, and Technology to be considered for remote work.
- Review and analysis of non-school based positions conducted by chiefs
  - Over 300 positions were reviewed
  - Developed a remote work position eligibility list
- Updated remote work guidance document(including request form)

# Remote Work Website

- Website developed to increase employee accessibility and clarity regarding remote work in the district
- Information provided on the website include:
  - Employee Handbook remote work provision
  - Remote work guidance document
  - Position eligibility list
  - Request form

The screenshot displays the mConnect website for Milwaukee Public Schools (MPS). The page title is "Remote Work Program". The navigation menu includes "Departments", "Initiatives", "Toolbox", "Resources", "News", "Calendars", and "A-Z Index". The breadcrumb trail shows "mConnect > Departments > Office of Human Resources > Remote Work Program".

**Remote Work Program**

The COVID-19 pandemic has dramatically impacted the workforce and changed perceptions on how and where people can work. Milwaukee Public Schools (MPS) recognizes the growing desire of employees to have flexibility when it comes to their work location. To remain competitive in the job market and improve employee retention, MPS has implemented a remote work policy for non-school based staff. Under the remote work program, eligible employees approved for remote work may work hybrid schedule in which they can work remotely up to three days per week.

On this page you will find a guidance document which provides a structure for the implementation of remote work in MPS for eligible central staff employees. Remote work is a concept for eligible employees to work from home as a regular part of the employee's regular schedule. Not all centrally assigned positions are eligible for a remote work situation. Eligible positions will be determined based on the nature of the position, the duties and responsibilities, and the department and district operations. Remote work is not an alternative or replacement for sick, vacation or other leave time and is not intended for episodic arrangements or requests for work accommodation.

[Open All](#)

- › Employee
- › Supervisor
- › Performance and Communication
- › Alternate Worksite
- › Equipment, Supplies, and Software

**Contacts**

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# Additional Remote Work Updates

- Incorporated a remote work statement in job postings for remote work eligible positions
- Developed flyer for employees working remotely
- Working on creating professional development videos regarding remote work with Organizational Development
- Contracting with the Wisconsin Center for Education Research (WCER) to survey employees and supervisors participating in the remote work program



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*Questions?*



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Thank You

Vinaka Maake Asante Shukria Dhanyavadagalu  
감사합니다 Dank Je Dankscheen Kam Sah Hammida Manana Dankon  
Blagodaram Dziakuje Mauruuru Biyan  
Juspaxar Arigato Chokrane Diolch i Chi Terima Kasih Matondo  
நன்றி Bedankt Dakujem धन्यवाद cảm ơn bạn Grazi Tack  
Ua Tsaug Rau Koj Niringrazzjak Gracías Mochchakkeram  
Suksamat Dėkuji Hvala Di Ou Mèsi Kia Ora Kop Khun Khap Paldies Tingki  
Misaotra Rahmat Matur Nuwun 谢谢 Welalin Danke Mercì Diere Dieuf  
Xbala Raibh Maith Agat Eskerrik Asko  
Najis Tuke