

**Appendix I: Memorandum of Understanding Relating to  
Charter School Personnel**

## MOU Relating to ALBA Personnel

The following Memorandum of Understanding is made between the Milwaukee Board of School Directors and Academia de Lenguaje y Bellas Artes, an instrumentality charter school of the Milwaukee Public Schools created in accordance with the provisions of Section 118.40, Wis. Stats., and MPS Administrative Policy 9.12, (hereinafter referred to as “ALBA”) concerning specific modifications to the MPS Employee Handbook related to ALBA personnel. The parties agree to the following:

### Section One: HIRING

1.1 ALBA will have the opportunity to recommend internal and external avenues for posting ALBA school-based vacancies, in accordance with district policies. The School will have year-round interview rights for any vacancies.

### Section Two: PROFESSIONAL DEVELOPMENT

2.1 ALBA school-based staff will be invited to attend MPS-led training and professional development sessions.

2.2 To support the school’s educational program, ALBA will provide weekly professional development, data dives, and collaborative team planning during the regularly scheduled work day.

### Section Three: OTHER MODIFICATIONS

3.1 The school may establish work schedules for all employees based upon ALBA’s school staff manual.

3.2 ALBA may outline a dress code for all ALBA school-based staff members so long as the dress code is not in conflict with the guidelines for professional appearance set forth in the MPS Employee Handbook.

3.3 ALBA may develop an ALBA-specific template for lesson plans and require them posted in the classroom in accordance with district policies.