

Resolution 1617R-002

By Director Michael Bonds

WHEREAS, Administrative Policy 6.37, Limited-Term Employment (LTE) Positions, states that “The purpose of using LTE positions is to fill short-term areas of need. It is employment that cannot become permanent and generally does not exceed one year”; and

WHEREAS, The Milwaukee Board of School Directors evaluates the effects of its administrative policies and the manner of their execution, as well as the routine operation of the schools, by such means as observation, special studies, audits, and periodic reports by its administrative officers; and

WHEREAS, A review of LTE data by the Office of Accountability and Efficiency has found that:

- over \$11 million has been spent on LTEs since FY13;
- Nearly 50% of the 235 currently active LTEs are MPS retirees; and
- a dozen individuals have earned over \$100,000 as LTEs; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and bring back to the Board for its approval an update to Administrative Policy 6.37 that is to incorporate, but not necessarily be limited to, the following policy additions:

- a semi-annual reporting requirement that lists all active LTE employees, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE;
- inactivation of an LTE’s active-pay status upon completion of the payroll activity corresponding to his/her LTE contract’s end date; and
- a proposed uniform hourly rate for MPS retirees hired as LTEs; and be it

FURTHER RESOLVED, That any policies or procedures needing updates or revisions to reach full alignment with the additions above be brought back to the Board for referral no later than the September 2017 Board cycle.

June 29, 2017