

Action on the Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 19, 2018

Item	Page <sup>1</sup>	Topic	Author	Date Referred	Action	
<b>Committee on Accountability, Finance, and Personnel (AFP)</b>						
[1]	1617R-002	1	To create a Summer Jobs Guarantee program.	Bonds	9/19/2016	April 25, 2017 — Carried over
[2]	1617R-004	2	To waive all student fees	Bonds	10/27/2016	April 25, 2017 — Carried over; December 12, 2017 — Held in Committee
[3]	1718R-016	3	To develop a district-wide composting and recycling program for the 2018-19 school year;	Voss	1/25/2018	None
<b>Committee on Legislation, Rules and Policies (LRP)</b>						
[4]	Action	4	Proposed revisions to Administrative Policy 6.37, Limited-Term Employees, in response to the Board's adoption of an amended version of Resolution 1718R-002, to revise Administrative Policy 6.37	Bonds	6/29/2017	August 31, 2017 — Resolution adopted with amendments January 25, 2018 — Revisions introduced and referred to LRP February 22, 2018 — Proposed revisions sent back to Committee
[5]	1718R-020	6	To require that the Board adhere to the schedule of its meetings as adopted at its Annual Organizational Meeting, except when the public interest requires a change	Woodward	3/22/2018	None
<b>Committee on Student Achievement and School Innovation (SASI)</b>						
[6]	1718R-005	7	To revise Administrative Policy 7.18 to remove the requirement of a 2.0 grade-point average for participation in extracurricular activities for all high-school students, while maintaining the WIAA's eligibility requirement of no more than one failing grade in the most recent grade-reporting period	Bonds	9/28/2017	November 30, 2017 — Held in Committee to allow additional time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted
[7]	1718R-009	9	To create a success center for at-risk students	Bonds and Harris	10/26/2017	November 2017 — Referred to AFP, to be brought back in February 2018 cycle March 13, 2018 — Held in Committee
[8]	1718R-018	11	To determine the District's needs for new school programs prior to considering any additional charter school proposals or petitions	Woodward	02/22/2018	March 22, 2018 — Deferred action until after a future charter school work session

<sup>1</sup> Refers to the following pages on which the item may be found.

Resolution 1617R-002

By Director Bonds

WHEREAS, The mission of the Milwaukee Public Schools states, “MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship”; and

WHEREAS, Milwaukee Public Schools offers students a variety of programs during the academic year to prepare them for post-educational opportunities, including Project Lead the Way, National Academy Foundation (NAF) programs, ProStart, School to Work Transition Program, and student employment; and

WHEREAS, As an extension of academic-year programming, Milwaukee Public Schools offers summer academy, freshmen bridge, and other positive, structured engagement opportunities during the summer months to improve educational outcomes; and

WHEREAS, Summer youth employment has also been shown to improve educational outcomes (Schwartz, Leos-Urbel, & Wiswall) in addition to reducing violence (Heller) and risky and adverse social behaviors (Sum); and

WHEREAS, The national summer employment rate for teens hit a record low in 2010 and has been slow to recover; and

WHEREAS, Current summer employment initiatives in Milwaukee have limited placement opportunities compared with the number of working-age youth needing employment; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a MPS Summer Job Guarantee Program to be funded with any unexpended funds identified at the end of the fiscal year; and be it

FURTHER RESOLVED, That the MPS Summer Job Guarantee Program provide all MPS students in grades 9 through 12 who have 2.0 GPAs or higher the opportunity for employment by partnering with local business, nonprofit, community, and faith-based organizations; and be it

FURTHER RESOLVED, That the program begin in summer 2017; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the MPS Summer Job Guarantee Program to the Board no later than the February 2017 Board cycle.

Heller, S. B. (2015). Summer Jobs and Youth Violence. *Translational Criminology*, 12.

Schwartz, A. E., Leos-Urbel, J., & Wiswall, M. (2015). *Making Summer Matter: The Impact of Youth Employment on Academic Performance* (No. w21470). National Bureau of Economic Research.

Sum, A. (2015). The Summer Employment Experiences and the Personal/Social Behaviors of Youth Violence Prevention Employment Program Participants and Those of a Comparison Group. *EPRN*.

September 29, 2016

**Resolution 1617R-004**

**By Director Bonds**

WHEREAS, According to a trend analysis of U.S. census data conducted by researchers at the University of Wisconsin-Madison, poverty in Wisconsin reached a 30-year high during the five-year period ending in 2014, with an average of 13% of Wisconsin residents living in poverty; and

WHEREAS, The United States Census Bureau reports that, in 2010-2014, the median household income was only \$35,489; and

WHEREAS, The number of Wisconsin residents living in poverty averaged 13% across that post-recession time frame — the highest since 1984, according to the analysis by UW-Madison's Applied Population Laboratory; and

WHEREAS, A study by the Economic Innovation Group has ranked Milwaukee as the seventh-most distressed city in America, with 52% of the population considered economically distressed; and

WHEREAS, According to the MPS District Fact Sheet, 70% of the more than 75,000 students in MPS are economically disadvantaged; and

WHEREAS, The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies; and

WHEREAS, Success in school and a well-rounded education is not predicated only on classroom instruction and homework, but also on extracurricular activities such as athletics, art, clubs, etc.; and

WHEREAS, MPS already does not charge our students for certain programs, such as universal free breakfast and lunch to our students, because we recognize both the importance of these programs and the financial adversity which our students and their families face; now, therefore, be it

RESOLVED, That, beginning in the 2016-17 school year, the Board shall waive all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym lockers, etc.), supplementary subject-area materials, club activities, graduation ceremonies (cap and gown rental, class gift, flowers, graduation programs, etc.), and athletic participation, instrument rental or music lessons, driver education, and work permits; and be it

FURTHER RESOLVED, That the Administration be directed to explore partnerships with community-based organizations, residents of Milwaukee, MPS alumni, and governmental entities to the greatest extent possible to help defray these costs; and be it

FURTHER RESOLVED, That for any outstanding costs that cannot be covered through outside funding sources, schools shall be reimbursed from carryovers of School Operations funds in each fiscal year in which this waiver is in effect; and be it

FURTHER RESOLVED, That the Administration is to report back on the implementation of this resolution no later than the December 2016 Board cycle.

*October 27, 2016*

**Resolution 1718R-016**

**By Director Voss**

WHEREAS, MPS has identified three goals that are essential to the accomplishment of the MPS's vision and mission, the third being effective and efficient operations; and

WHEREAS, The core beliefs of Milwaukee Public Schools provide that "Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan; and

WHEREAS, The MPS Eight Big Ideas operational plan includes improving organizational processes as a strategic objective in the area of effective and efficient operations; and

WHEREAS, In December 2017 the Milwaukee Board of School Directors took action to adopt Resolution 1718R-004, regarding school nutrition, which included the use of compostable/recyclable trays and plates to decrease food waste generated by school breakfast and school lunch; and

WHEREAS, Composting and recycling provides long-term cost savings by reducing waste and saving money on organic materials for landscaping use, with some school districts reporting reductions in waste-removal costs of 50%; and

WHEREAS, Composting and recycling programs provide students with hands-on learning in the areas of the recycling process, chemical and biological processes, and sustainability, while empowering students to take positive environmental action; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a district-wide composting and recycling program for the 2018-19 school year; and be it

FURTHER RESOLVED, That in developing the composting and recycling program:

- schools with current school-based composting and recycling programs be used as models for district-wide implementation;
- composting and recycling curriculum and learning activities be explored;
- participation in food-share programs be explored as a recycling strategy;
- partnership opportunities, such as those currently offered to MPS by Compost Crusader, be sought out;
- opportunities for cost savings in waste and recycling services be prioritized;
- recommendations and guidelines from the United States Environmental Protection Agency, the US Composting Council, and other leaders in composting and recycling be considered; and
- funding for the program be centralized; and be it

FURTHER RESOLVED, That an update on the planning and implementation of the program be brought to the Board no later than the June 2018 Board cycle.

*January 25, 2018*

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**PROPOSED REVISIONS TO  
ADMINISTRATIVE POLICY 6.37  
Limited-Term Employment Positions**

The Superintendent; Director, Office of Board Governance; and the management of the Office of the Chief Accountability and Efficiency are authorized to use limited-term employment (“LTE”) positions on a temporary basis to fill short-term areas of need, subject to the conditions set forth below.

(1) 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. Examples of types of situations in which LTE employment would be appropriate include filling in for an employee who is on a long-term leave of absence; pending the recruitment of a new hire for a permanent position; performance of work on a limited-term grant or project; or supplementing the workforce during times of peak workloads or retirements, including the use of retirees to train new hires.

(2) LTE positions are eligible only for statutory fringe benefits (e.g., employer contributions to Social Security, workers’ compensation, and possibly unemployment compensation and state or city pension). Individuals in LTE positions are not paid for vacation, sick leave, or holidays (unless asked to work), tuition reimbursement, or any other non-statutory fringe benefit. Fringe-benefit rates specific to these positions will be used to charge the area that has the established budget authority for the position.

- (3) Requirements that must be met to fill LTE positions include the following:
- a. will require budget authority as confirmed by the Office of Finance;
  - b. will follow the fundamental hiring and selection process as established by the Office of Human Resources as the final hiring authority;
  - c. will follow Administrative Procedure 6.23 in the screening of applications to hire a limited-term employee that is followed by an abbreviated interview process as determined by the Office of Human Resources;
  - d. will be subject to the same pre-employment requirements as are regular employees (e.g., pre-placement physicals, criminal information background screen, etc.);
  - e. can be used for a classified or certificated position and shall not be subject to residency requirements;
  - f. will follow Administration Policy 6.04, Employee Code of Ethics, and specifically will not permit the hiring or supervision of immediate family (nepotism);
  - g. will require a signed limited-term employment contract that outlines the length and specifics of the LTE assignment;
  - h. will be required to follow applicable administrative policies of the Milwaukee Public Schools, including, but not limited to, the following:
    - 6.03, Anti-Sexual Harassment
    - 6.04, Employee Code of Ethics
    - 6.05, Code of Ethics
    - 6.06, Gifts and Solicitations
    - 6.07, Employee Rules of Conduct
    - 6.08, Health and Safety
    - 6.09, Human Immunodeficiency Virus (HIV) Infection
    - 6.11, Tobacco Products Use on Board Property
    - 6.12, Drug-Free Workplace
    - 6.13, Drug and Alcohol Testing
    - 6.15, Criminal Background Screening
    - 6.32, Pepper Spray: Use of
    - 6.34, Staff Acceptable Use Policy (AUP)
    - 6.35, Whistleblower Protections
    - 6.36, Student Non-Fraternization Policy.

(4) The appointment of an individual in an LTE position to a permanent position must be brought to the Board for approval.

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(5) LTE contracts must be brought to the Board for review within 60 days of the commencement of services, and continued LTE employment beyond the initial 60-day period is contingent upon the Board's approval. Any extension of services from an individual in an LTE for one (1) year or longer must be justified and brought to the Board for approval.

(6) The LTE assignment shall be cost-effective and mindful of any potential conflict of interest involving the individual in the LTE position and the Milwaukee Public Schools.

(7) On a semi-annual basis, in August and February, the Administration shall present a report on all LTE employees active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

(8) An LTE's active-pay status shall be inactivated after 30 calendar days subsequent to the completion of the payroll activity corresponding to his/her LTE contract's end date.

*June 29, 2017*

Resolution 1718R-020

By Director Woodward

WHEREAS, Board Governance Policy 2.06, Board Meetings, states, “The quality of the public schools depends, in part, on people, the Board, and the staff working together in a constructive manner to tailor educational programs to the needs of the community. This is why the Board welcomes public participation in school affairs and encourages people to express their views on matters concerning their school system”; and

WHEREAS, Board Rule 1.06, Quorum and Meeting Presence, states, “It is the policy of the Board that the district be transparent and accountable to the public” and “every meeting of the Board or of any of its committees shall be held in a public place that is reasonably accessible to members of the public at all times, unless otherwise expressly provided by law”; and

WHEREAS, Wisconsin Statute 119.10(3) requires that, “the board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules”; and

WHEREAS, Board Rule 1.02, Regular Board Meetings, states, “Regular meetings of the Board, except the April meeting, shall be on the last Thursday of each month” and “Meetings shall be called for 6:30 p.m., unless otherwise ordered by the Board or its President”; and

WHEREAS, Board Rule 2.02, Committee Meetings, states, “Unless otherwise ordered by the respective chair, standing committees shall meet at 6:30 p.m., according to a schedule adopted by the Board on an annual basis”; and

WHEREAS, Board Rule 1.01, Organizational Meeting, states, “The Board shall elect a president from among its members to serve for one year and until a successor is chosen”; and

WHEREAS, Board Rule 1.17, President’s Duties and Powers, states, “The President shall enforce the Board’s policies relating to the order of business and the conduct of meetings”; and

WHEREAS, Board Governance Policy 2.04, Board Members’ Authority and Duties, states, “An individual board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board”; and

WHEREAS, There is a public expectancy of meetings of the Board and its committees being held on the dates and at the times set by the Board at its annual organizational meeting; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hold its meetings and meetings of its committees on the dates and at the times approved by the Board during its annual organizational meeting; and, be it

FURTHER RESOLVED, That any deviation from the meeting schedule adopted at the Board’s annual organizational meeting:

- be made only in instances where the deviation serves benefit to the public at-large; and
- be made in accordance with all Board Rules and Board Governance Policies; and, be it

FURTHER RESOLVED, That any deviation initiated by the Board’s President be submitted to the Board in writing, to include the rationale for the deviation.

*March 22, 2018*

Resolution 1718R-005

**By Director Bonds**

WHEREAS, Research has indicated that participation in extracurricular programs increases academic achievement and promotes higher grade-point averages, better attendance records, lower dropout rates, and fewer disciplinary problems; and

WHEREAS, Students who participate in extracurricular activities tend to engage less in criminal activities during after-school hours, develop higher self-esteem, and experience decreased incidences of teen pregnancies; and

WHEREAS, Extracurricular activities also generate positive school spirit and contribute towards the creation of a cohesive student body; and

WHEREAS, Extracurricular activities are inherently educational in nature, providing valuable, practical lessons for success in higher education and work, such as teamwork, good sportsmanship, winning and losing graciously, and the concept that working together creates a product of which the participants can be proud; and

WHEREAS, Through participation in extracurricular activities, students learn self-discipline, build self-confidence, learn time-management skills, become better organized, and learn how to be part of a diverse group of individuals who are all working towards a common goal; and

WHEREAS, In recognition of these benefits, in August 2001, the Milwaukee Board of School Directors voted to waive the requirement in Administrative Policy 7.18, Eligibility Criteria, of a minimum 2.0 grade-point average (GPA) for ninth- and tenth-grade students as a part of the pilot program for the Extracurricular Initiative implemented during the 2001-2002 school year, and

WHEREAS, In July 2002, in recognition of the success of the Extracurricular Initiative, the Board again waived the 2.0-GPA requirement in Administrative Policy 7.18, Eligibility Criteria, for ninth- and tenth-grade students as part of the Extra-Curricular Initiative during the 2002-2003 school year; and

WHEREAS, In September of 2004, the Board revised Administrative Policy 7.18(4) to remove the 2.0 GPA requirement for first- and second-year high-school students, who still must meet the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period, while maintaining the 2.0-GPA requirement for third- and fourth-year high-school students; and

WHEREAS, There are MPS students at all levels who are in need of encouragement and support in increasing their academic achievement; and

WHEREAS, The Board recently has made a strong commitment to promoting equity for all students; now, therefore, be it

RESOLVED, That Administrative Policy 7.18 be revised to remove the requirement of a 2.0 grade-point average for participation in extracurricular activities for all high-school students, while maintaining the WIAA's eligibility requirement of no more than one failing grade in the most recent grade reporting period; and be it

FURTHER RESOLVED, That the revisions to Administrative Policy 7.18 include a monitoring component that will require the Administration to report to the Board at the end of each semester on the effects of this policy on:



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- academic achievement and grade-point averages;
- attendance;
- dropout rates; and
- disciplinary problems.

*September 28, 2017*

**Resolution 1718R-009**

**By Directors Bonds and Harris**

WHEREAS, The mission of the Milwaukee Public Schools is to be a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, The Milwaukee Public Schools' core beliefs state that students come first, that wherever students are learning is the most important place in the district, and that educators and school staffs have high expectations for all students and provide the foundation for their academic success; and

WHEREAS, Administrative Policy 8.28 states that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals; and

WHEREAS, Administrative Policy 8.28 states that all schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors directed the Administration to review Resolution 0809R-043 and report back to the Board in lieu of adopting Resolution 1516R-009 to Recreate the Transition Intervention Experience (TIE) Center; and

WHEREAS, In February 2017, the MPS Administration reported on the review of Resolution 0809R-043 and recommended Board approval of an Intergovernmental Cooperative Agreement for implementation of the Juvenile Education Treatment Initiative (JETI) Program to serve ten students at one pilot location; and

WHEREAS, The JETI program was subsequently expanded to serve up to twenty students across two sites; and

WHEREAS, In March 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-005 to explore alternatives or enhancements to MPS disciplinary programs; and

WHEREAS, In July 2017, in alignment with Resolution 1617R-005, the Milwaukee Public Schools Administration issued a final report with a recommendation to leverage existing partnerships and supports for 40 students per semester at one location; and

WHEREAS, the need for additional supports for students who have experienced repeated behavior challenges extend beyond current programs; and

WHEREAS, While the district has made great strides, through adoption of Resolution 1415R-010, in providing services to all expelled students, there appears to be a need for additional alternative responses to negative behavior, including shorter-term responses; now, therefore, be it

RESOLVED, That the Administration be directed to create a "Success Center" to serve students in grades 4 through 12 who are at risk of or have been given out-of-school suspensions; and be it

FURTHER RESOLVED, That students at the "Success Center" have access to the same supports as a traditional school, including, but not limited to, a principal, regular and special education teachers, school psychologist, school social worker, transition specialist safety aide, paraprofessional, and secretary;

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FURTHER RESOLVED, That the new "Success Center" include the following components outlined in Resolution 1516R-009:

- A three-to-five day preventative program designed to serve chronically disruptive youth who may be at risk of becoming suspended in the future;
- A five-to-ten day alternative-to-suspension program designed to serve chronically suspended youth who may be at risk of becoming expelled in the future;
- An alternative-to-expulsions program designed to serve expelled students with the goal of returning them to their home schools;
- Wrap around services that may include, but not be limited to, mentoring, conflict resolution, behavior modification, and mental health supports;
- An individualized transition plan for each student prior to returning to the sending school, including identification of supports available upon return; and be it

FURTHER RESOLVED, That the "Success Center" be located at the Daniel Webster Campus with implementation to begin with the 2018-19 school year.

FURTHER RESOLVED, That the Administration report back to the Board with a plan for implementation no later than the January 2018 Board cycle.

*October 26, 2017*

**Resolution 1718R-018**

**By Director Woodward**

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, The Board has established priorities for programs that directly address identified areas of need for targeted student populations within the district and to replicate currently successful schools, as well as to accept high-quality or innovative charter school petitions and proposals outside of these priority areas;

WHEREAS, Since charters were established in the district, the needs of the students have changed and the types of programs offered have also changed;

WHEREAS, With all of the changes since first chartering in MPS, it is necessary to have a uniform method for identifying district and student program needs; and

WHEREAS, An active inventory of current programming will allow the district to identify successful programs that might be replicated, and to capture some of the innovative strategies that can be shared with MPS traditional school communities; now, therefore, be it

RESOLVED, That before the Board considers any additional charter school proposals or petitions, the Administration work with the Office of Board Governance to determine the district's needs for new school programs; and be it

FURTHER RESOLVED, That, once this review has been completed, the Administration and the Office of Board Governance submit to the Board for its approval their recommendations both of the type of programs and partnerships to be pursued, as well as any recommendation for revisions to the Board's policies and procedures.

*February 22, 2018*