

**PLEASE REVIEW PRIOR TO THE SEPTEMBER 26, 2019,  
BOARD MEETING**

**Minutes for Approval at the September 26, 2019,  
Regular Meeting of the Milwaukee Board of  
School Directors**

	<u>Pages</u>
August 13, 2019, Special Board Meeting .....	209-210
August 29, 2019, Regular Board Meeting .....	211-261



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
AUGUST 13, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 5:41 PM.

Present — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor (6:02), Woodward, and President Miller — 8.  
Absent and Excused — Director Peterson — 1.

The Board Clerk read the following call of the meeting:

August 8, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M on Tuesday, August 13, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Báez moved to retire to executive session. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Woodward, and President Miller —  
7.  
Noes — None — 0.

The Board retired to executive session at 5:46 PM.

The Board adjourned from executive session at 6:53 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN AUGUST 29, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:33 PM.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Absent and Excused — None — 0.

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of the following persons:

- Mary Minkley, a retired principal, who passed away August 6, 2019;
- Sandra K. Burns, a retired school safety assistant for 26 years, who passed away August 10, 2019
- Kathleen Collin, a retired teacher, who passed away August 11, 2019;
- Marilyn Hanke, a retired teacher, who passed away August 11, 2019;
- Richard Paul Gousha, a former MPS Superintendent from 1967-1974, who passed away August 12, 2019;
- Francis Gordy, a retired school engineer, who passed away August 16, 2019;
- James Godwin, a retired assistant principal, who passed away August 18, 2019;
- Martha Washington, a building service helper, who passed away August 27, 2019.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Chad Sperzel-Wuchterl**

#### **Background**

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 to entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the “Excellence in Education Award” to:

Chad Sperzel-Wuchterl

Milwaukee Public Schools recognizes Mr. Chad Sperzel-Wuchterl for his dedication to providing Milwaukee’s youth with exceptional learning experiences. Mr. Sperzel-Wuchterl, who began teaching at Reagan College Preparatory High School in 2004, has developed an expansive visual-arts program. He holds both a bachelor's degree and a master's degree in visual arts from Cardinal Stritch University.

One of the ways in which Mr. Sperzel-Wuchterl infuses college experiences throughout the curriculum is by collaborating with professors from the Milwaukee Institute of Art and Design and the Minneapolis College of Art Design to provide lessons, workshops, and even professional critiques of students’ work. In 2018, his visual-arts students earned \$3 million in scholarships. His students also make annual visits to the University of Wisconsin-Stevens Point, where they participate in art workshops and learn about college options and scholarships from admissions staff.

A major tenet of Mr. Sperzel-Wuchterl's teaching practice is a focus on closing the achievement gap. He embeds literacy within his visual-arts classes and uses ACT data to better understand his students' literacy-related strengths and areas in need of improvement. He is then able to tailor literacy-infused art lessons to support students' reading about and analyzing art and art theory, describing their artistic processes, explaining their work to professors and other professional artists, listening to critiques, and writing their reflections. Students also develop valuable collaboration skills in many creative projects and work with diverse media to develop existing talents and to build new skills. Even while he works tirelessly to widen students' experiences and opportunities, Sperzel-Wuchterl's belief in education as a lifelong process remains at the center of his own development.

Mr. Sperzel-Wuchterl was presented with the 2018-19 Wisconsin High School Teacher of the Year Award, an honor for which only 175 educators have been chosen since 1956. He also was awarded a Herb Kohl Teacher Fellowship during 2018-19, and he received a 2015 Celebrate Teachers & Teaching Award.

The Milwaukee Board of School Directors recognizes and honors Chad Sperzel-Wuchterl 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 July 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's 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.

#### **School Visits**

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 Vincent High School to discuss the school's agriculture program and to meet with some of our partners providing support. In addition, I visited two summer recreation program sites: The first was the Girls of Summer All-Star softball game at Helfaer Field. There were eight MPS schools that participated: Fairview Summer Recreation Enrichment Camp, Fitzsimmons Boys and Girls Club, German Immersion Camp, Lincoln Avenue CLC, Mitchell Safe Place, Neeskara Summer Recreation Enrichment Camp, and Siefert CLC. The second recreation site visit was at the Express Yourself Art Internship Program.

#### **Events/Programs/Announcements**

##### ***Day 1 for Early-start Schools***

On August 12, 2019, we celebrated Day One with students and staff on the early-start calendar at Golda Meir School. It was wonderful greeting the students and seeing the smiles on their faces as they started the 2019-20 school year! During the first week for early-start schools, I also visited Alliance, Groppi, Metcalfe, North Division, Roosevelt MacDowell, Milwaukee High School of the Arts, and WCLL.

**Day 1 for Traditional-start Schools**

We are looking forward to welcoming our students and staff on the traditional-start calendar on Tuesday, September 3, at Milwaukee Parkside School!

**WISN Class Act Supply Drive Telethon**

As the 2019-20 school year begins, MPS has been the beneficiary of many generous donors, including businesses and organizations that have held school-supply drives. We are grateful to all of these individuals and groups who went the extra mile to make certain our students have what they need to begin the school year. This year's efforts included the WISN Class Act Supply Drive Telethon. This fun and successful event included members of the MPS family who were able to staff the phones to take pledges. The funds raised during the phone bank will be used to provide school supplies to students at Andrew Douglas, Keefe Avenue, Benjamin Franklin, and Hayes Bilingual.

**Milwaukee Recreation Celebrates Columbia Playfield's Grand Reopening**

Milwaukee Recreation reopened its renovated Columbia Playfield on Saturday, August 17, to unveil the playfield's newly constructed basketball courts, play structures, splash pad, and walking path.

In addition to Superintendent Dr. Keith P. Posley, the celebration included MPS Mayor Tom Barrett, district officials, community stakeholders, and children from the surrounding neighborhood.

Last fall, Milwaukee Recreation began work to remodel and to rebuild its recreation playfields by breaking ground at the first three sites to be transformed: Columbia, Custer, and Southgate. Columbia is the first playfield to reopen.

Many of Milwaukee Recreation's playfields were built in the 1920s and 1930s. The existing outdoor recreation system comprises 52 active-use playfields encompassing more than 300 acres of programmed space. The majority of these sites serve as neighborhood-scale parks with traditional recreational facilities such as ballfields, tot lots, tennis courts, fieldhouses, and general open space.

In 2014, the Recreation Department retained a consultant to conduct a review of its existing facilities and to provide a roadmap for improvements to the playfields. The result was the Milwaukee Outdoor Recreation Facilities Master Plan. The plan rated 65 percent of the facilities from fair to poor and identified more than \$25 million in needed improvements over a ten-year span. The Department then analyzed the neighborhood's and population's characteristics surrounding each playfield to create a priority list of projects that emphasized racial and economic equity.

**Awards/Recognition**

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**USA Track & Field Champion**

Dezerea Bryant, a 2011 Bradley Tech High School graduate, is a United States national champion! Dezerea, the greatest high-school sprinter in state history, won the 200-meter title on July 28 at the USA Track & Field Championships at Drake University. This victory earned her a spot on the U.S. National Team for the World Championships in Doha, Qatar, in the fall. Congratulations to Dezerea — she makes us MPS Proud!

**Wisconsin State Fair Winners**

Vincent High School students in the agriculture program represented Milwaukee Public Schools at the Wisconsin State Fair by presenting their lambs in class four of the Hampshire division in the Market Lamb Show. Tia Belle-Anderson placed eighth, Raynhia Robinson placed tenth, and Kristine Blackwell placed ninth. Vincent High School exposes students to six ag-related career pathways, from animal and environmental sciences to culinary arts. They resurrected the old barn, where students tend to livestock, including cows, pigs, sheep, goats, chickens, and more. It's not unusual to see students walking their animals on the streets around the school — a sight that prompts drivers to hit the brakes, roll down their windows, and snap photos. Outside the classrooms, students take part in the national convention, the World Food Prize Conference, leadership workshops, and more.

The popular agriculture program at Vincent continues to grow and offers benefits beyond spending time with farm animals each day. Students gain an understanding of where food comes from, the challenges in maintaining a food supply, and the day-to-day diligence needed to care for animals and food crops. They also learn patience, problem solving, compassion, and time management.

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**(Item 2) Update with Possible Action Regarding the Safe Haven Resolution****Background**

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Milwaukee Public Schools (MPS) stands firm in ensuring a welcoming and safe school environment for all students and families. In March 2017, the Milwaukee Board of School Directors approved a “Safe Haven” resolution (Resolution 1617R-007) in response to the Immigration and Customs Enforcement’s (ICE’s) targeting of undocumented immigrants. Milwaukee Public Schools is committed to the equitable and fair treatment of all students and families and will continue to play an important role in meeting the educational needs of an increasingly diverse student population. In this district, we are all valued, and no one is pushed aside as we preserve this safe haven of learning and support.

In the event that a student is either left at school or returns to school due to having no guardian or adult care, the following steps should be implemented:

1. schools will call all adults that are listed on the student’s contact list;
2. if no one is available or can be reached, the Division of Milwaukee Child Protective Services will be contacted;
3. in the event that ICE has targeted undocumented immigrants, Milwaukee Public Schools would also attempt to work with other agencies to attempt to locate information regarding the students’ guardians.

In the event that Immigration and Customs Enforcement enters a district school building, the following should be put into effect:

1. a designated school staff member at the school site shall immediately notify the Superintendent’s Office or designee that ICE officials or other immigration-law-enforcement personnel are present at the school site;
2. the designated school staff member at the school site shall request the identification of officers or agents and make copies of any judicial warrants or documentation presented by ICE officials and promptly forward all copies to the Superintendent’s office or designee;
3. the designated school staff member at the school site shall at no point disclose any information about any student or family member, including revealing whether a named student is present at the school, a student of the school, his or her class schedule, or family information;
4. the Superintendent or designee shall promptly contact MPS’s legal counsel to review and provide consultation with regard to any legal document, warrant, or subpoena presented by ICE or other immigration-law-enforcement personnel prior to disclosing to ICE or other immigration-law-enforcement personnel any student’s information or access to a school site;
5. because it is the general policy of MPS to not allow any individual or organization to enter a school site if the educational setting would be disrupted by the visit, the designated school staff member shall promptly inform ICE or other immigration-law-enforcement of such and that they must contact the Superintendent’s Office or designee to make their request to obtain any student’s information or access to a school site, in accordance with state and federal law, including, but not limited to, the Family Educational Rights and Privacy Act (FERPA) and Wisconsin State Statute, § 118.125, Pupil Records, and applicable MPS policy or procedure on disclosure of students’ records prior to any ICE official’s being granted access to the school site or to any student’s records.

**Milwaukee Immigration Resources for Students and Families**

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***International Institute of Wisconsin***

Areas of legal assistance:

Adjustment of status, consular processing, Deferred Action for Childhood Arrivals (DACA), family-based petitions,



naturalization/citizenship, T visas, temporary protected status (TPS), U visas, Violence against Women Act (VAWA) petitions  
 Types of legal assistance: Help completing forms, filings with USCIS  
 Location: 1110 N. Old World 3<sup>rd</sup> St., Suite 420, Milwaukee, WI, 53203  
 Contact: (414) 225-6220; <http://www.iiwisconsin.org>, [info@iiwisconsin.org](mailto:info@iiwisconsin.org)

***Centro Hispano Milwaukee (Council for the Spanish Speaking, Inc.)***

Areas of legal assistance: Adjustment of status, Deferred Action for Childhood Arrivals (DACA), family-based petitions, naturalization/citizenship  
 Types of legal assistance: Help completing forms, filings with USCIS  
 Location: 614 W. National Avenue, Milwaukee, WI, 53204  
 Contact: (414) 384-3700; <http://www.centrohispanomke.org>, [kmackenzie@centrohispanomke.org](mailto:kmackenzie@centrohispanomke.org)

***Catholic Charities of Milwaukee — Legal Services for Immigrants***

Areas of legal assistance: Adjustment of status, asylum applications, consular processing, Deferred Action for Childhood Arrivals (DACA), employment authorization, family-based petitions, NACARA, naturalization/citizenship, removal hearings, special immigrant juvenile status, T visas, Temporary Protected Status (TPS), U visas, Violence Against Women Act (VAWA) petitions  
 Types of legal assistance: Help completing forms, filings with USCIS, representation at asylum interviews (credible fear interviews, reasonable fear interviews), representation before the Immigration Court, representation before the Board of Immigration Appeals (BIA)  
 Location: St. Patrick Parish, 731 W. Washington St., Milwaukee, WI, 53204  
 Contact: (414) 643-8570; <http://www.ccmke.org>

***United Migrant Opportunity Services — Immigration Legal Services***

Areas of legal assistance: Adjustment of status, U visas, Violence Against Women Act (VAWA) petitions  
 Types of legal assistance: Help completing forms, filings with USCIS  
 Location: 802 West Mitchell St, Milwaukee, WI, 53204  
 Contact: (414) 389-6506; <http://www.umos.org>, [damaris.becker@umos.org](mailto:damaris.becker@umos.org)

***James Place Immigration Services (Milwaukee Office)***

Areas of legal assistance: Adjustment of status, Deferred Action for Childhood Arrivals (DACA), employment authorization, family-based petitions, naturalization/citizenship, Violence Against Women Act (VAWA) petitions  
 Types of legal assistance: Help completing forms, filings with USCIS  
 Location: 4204 S. Howell Avenue, Milwaukee, WI, 53207  
 Contact: (414) 269-9952; [jpismilwaukee@elmbrook.org](mailto:jpismilwaukee@elmbrook.org)

***Consulate of Mexico in Milwaukee***

Services Provided: Visas and passports, immigration and visa services, renewal of passports.  
 Location: 1443 N. Prospect Avenue, Milwaukee, WI, 53202  
 Contact: (414) 944-7586

Additional information related to this update has been provided under separate cover.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 1.03, Parent Empowerment

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**REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF  
OFFICER, OFFICE OF BOARD GOVERNANCE**

**(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS**

**Background**

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While it is true that, in 2018, the Milwaukee Board of School Directors, under the controls put in place by state law, approved a levy of \$250.4 million, and while it would be understandable for property owners, therefore, to be under the impression that they paid \$250.4 million to support that levy, they did not. Instead, the actual tax impact related to that MPS levy was \$55.9 million less than the \$250.4 million shown in the dollar graphic of the City of Milwaukee's "2018 Combined Property Tax Report" (see attachment to this item): As noted in that report, the \$250.4 million "excludes the school tax credit." To be clear, the levy figure is correctly stated in that document due to the fact that, per state law, the tax credit is issued to the municipality by the state after the school District goes through the public process of setting the levy. At the end of that process, however, the actual property tax impact is lowered. After applying the tax credit, Milwaukee Property owners actually paid \$194.5 million, not the \$250.4 million that is so often reported as the top line number.

What is perhaps more confusing and more difficult to understand, given the opaque qualities of the laws applied to this issue, is that of that \$194.5 million, fully \$50.1 million of tax levy is raised to compensate for non-MPS programs that draw state aid away from Milwaukee Public Schools. This happens in other school Districts as well and is, therefore, a statewide issue.

In 2018, the MPS levy was increased by \$36.3 million due to funding for the Milwaukee Parental Choice Program, \$9.4 million due to funding for independent charter programs, and \$4.4 million due to funding for the Special Needs Scholarship Program. The MPS Board does not have oversight related to any of those programs.

If MPS received the levy-credit funds as state aid, and if the District did not have its state aid drawn away from it in order to fund non-MPS programs, the figure for MPS on the City's, "2018 Combined Property Tax Report" would be \$106 million lower. In that scenario, the Milwaukee Board of School Directors would have levied \$144.4 million.

In his budget, Governor Evers proposed ending the shell game of the school levy tax credit by simply directing more state aid to schools at the front end of the process, rather than having an after-levy credit. Governor Evers also proposed policies that would allow the public to know that their tax dollars are going to support non-public school District programs that public school boards are in essence compelled to levy for. Those proposals were ultimately not enacted.

As it stands, property taxpayers will continue to be involved in a less-than-completely-transparent process concerning how much of their tax dollar goes to support public schools, and they will be left without a complete understanding that public school Districts are compelled to raise their levies in order to support programs that are not under their jurisdictions.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy 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) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved**

**Background**

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The senior director of the Office of Accountability and Efficiency is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of its agenda.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Governance Policy 2.01, General Governance Commitment

**Fiscal Impact Statement**

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NA

**Recommendation**

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The Office of Accountability and Efficiency recommends that the Board determine what how it wishes to proceed with this matter.

By consensus, this item was deferred to the end of the agenda.

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**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items:

- Item 2 of the report of the Committee on Accountability, Finance and Personnel —, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days — was set aside at the request of the Administration;

- Item 3 of the report of the Committee on Legislation, Rules and Policies — Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program — was set aside as it had been forwarded to the Board without recommendation; and
- Item 2 of the report of of the Committee on Student Achievement and School Innovation — Update with Possible Action on Resolution 1920R-004 Regarding a Vision and Plan for Investing in Our Children's Future — was set aside at the request of the Administration.

On the motion of Director Báez, 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**

Ethnic Code	Name	Position	Salary	Date
<i>New Hires</i>				
2	Johnny Allen	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Jermaine Blackmon	Building Service Helper I	\$13.12/hr.	07/08/2019
2	January Childress	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Terrance Holliman	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Romell Jackson	Building Service Helper I	\$13.12/hr.	07/22/2019
5	Jennifer Keizer	Building Service Helper I	\$13.12/hr.	07/22/2019
2	Rashaunda McCain	Building Service Helper I	\$13.12/hr.	07/08/2019
5	Theresa Placek	Building Service Helper I	\$13.12/hr.	07/08/2019
4	Jose Roman	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Cazzie Smith	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Antwyan Toliver	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Trammell White	Building Service Helper I	\$13.12/hr.	07/08/2019
2	Ricky Williams	Building Service Helper I	\$13.12/hr.	07/22/2019
5	George Medrek	Boiler Attendant Trainee	\$33,698.08	07/08/2019
4	Gabriel Burgos	IT Service Technician	\$48,601.63	07/12/2019
3	Chakong Xiong	IT Service Technician	\$48,601.63	07/12/2019
2	Michael Benson	School Safety Assistant	\$22,819.92	07/23/2019
2	Brian Brooks	School Safety Assistant	\$22,819.92	07/23/2019
2	Tatianna Collins	School Safety Assistant	\$22,819.92	07/23/2019
2	Sharell Cook	School Safety Assistant	\$22,819.92	07/23/2019
2	Danielle Davidson	School Safety Assistant	\$22,819.92	07/23/2019
2	Adanike Eiland	School Safety Assistant	\$22,819.92	07/23/2019

Ethnic Code	Name	Position	Salary	Date
2	Makayla Jones	School Safety Assistant	\$22,819.92	07/23/2019
2	Terrence Lathan	School Safety Assistant	\$22,819.92	07/23/2019
2	Joshua McClellan	School Safety Assistant	\$22,819.92	07/23/2019
2	Tashia Sanders	School Safety Assistant	\$22,819.92	07/23/2019
2	Troy Spears	School Safety Assistant	\$22,819.92	07/23/2019
2	Asia Stewart	School Safety Assistant	\$22,819.92	07/23/2019
2	Melinda Smyczek	School Secretary I — 10-month	\$24,400.00	07/29/2019
2	Alicia Cosey	School Secretary I — 12-month	\$30,160.00	07/01/2019
<i>Promotions</i>				
5	Russell Fox	IT Service Technician II	\$53,007.26	07/01/2019
2	Jeremy Harden	IT Service Technician II	\$53,007.26	07/01/2019
5	Thomas Humpa	IT Service Technician II	\$53,007.26	07/01/2019
2	Ronald Jenkins	IT Service Technician II	\$60,565.15	07/01/2019
2	Christina Lopez	IT Service Technician II	\$53,007.26	07/01/2019
5	Wesley Nyenhuis	IT Service Technician II	\$53,007.26	07/01/2019
2	Eric O'Brien	IT Service Technician II	\$53,007.26	07/01/2019
2	Nicholas Pfister	IT Service Technician II	\$53,007.26	07/01/2019
2	Stephen Sanders	IT Service Technician II	\$60,004.35	07/01/2019
5	Steven Stein	IT Service Technician II	\$56,360.95	07/01/2019
5	Mike Walsh	IT Service Technician II	\$58,441.29	07/01/2019
5	Nick Weber	IT Service Technician II	\$57,861.36	07/01/2019
2	Nicholas Welytok	IT Service Technician II	\$55,781.01	07/01/2019
2	Tonya Cooper	School Secretary I — 10-month	\$27,792.42	07/29/2019
4	Oscar Echevarria	School Secretary I — 10-month	\$29,896.33	07/01/2019
2	Felicia Smith	School Secretary I — 11-month	\$29,902.40	07/26/2019
4	Milca Cortez Perez	School Secretary I — 11-month	\$32,330.13	07/11/2019
4	Elizabeth Brown	School Bookkeeper — 12-month	\$37,554.77	07/22/2019
5	Walter Schlueter	School Bookkeeper — 12-month	\$37,554.77	07/22/2019
5	Victor Torkildson	School Bookkeeper — 12-month	\$37,554.77	07/17/2019
2	Julius Brown	School Engineer I	\$42,589.38	07/08/2019
1	Dawn Calvin	School Engineer I	\$42,589.38	07/08/2019
5	Mollie Cleary	School Engineer I	\$42,589.38	07/08/2019
4	Roberto Rodriguez	School Engineer I	\$44,268.40	07/08/2019
5	Debra Dunn	Secretary II	\$39,814.35	07/15/2019
2	Kimberly Foster	Secretary II	\$33,966.40	07/01/2019
5	Laura Litwin	Secretary II	\$41,118.00	07/01/2019
<i>Rehires</i>				
2	Aisha Bey	Building Service Helper I	\$13.12/hr.	07/15/2019
2	Kevin Walker	School Safety Assistant	\$22,819.92	07/23/2019
2	Teresa Echols	School Secretary I — 10-month	\$31,166.00	07/29/2019

### Certificated Appointments

#### Teachers

Codes	Name	Position	Division	Salary	Date
5,nr	Ahola, David	Specialty Program Implementor	C	\$64,018.98	8/5/2019
5,nr	Banach, Amanda	Special Ed Multicategorical	B	\$51,117.68	8/26/2019
4,r	Borrero, Betsy	Bilingual Education	B	\$43,537.00	8/26/2019
2,r	Burns, Terry	Special Ed Multicategorical	C	\$51,117.68	8/26/2019
5,nr	Della, Penelope	Gen Elem & K8 All Grades	B	\$44,500.00	8/26/2019
5,r	Gibbs, Jennifer	Early Childhood Special Ed	B	\$43,537.00	8/26/2019
2,r	Greer, Ameshia	Gen Elem & K8 All Grades	B	\$42,360.00	8/5/2019
5,r	Janicki, Jane	Gen Elem & K8 All Grades	C	\$62,507.84	8/26/2019
2,r	Jolly, Jacqueline	Gen Elem & K8 All Grades	B	\$56,113.41	8/26/2019
5,r	LaCrosse, Sara	SAGE	B	\$49,762.73	8/26/2019
5,r	Nicholas, Kristina	SAGE	B	\$42,500.00	8/26/2019
5,r	Oltesvig, Rachel	Gen Elem & K8 All Grades	B	\$43,537.00	8/26/2019
5,nr	Thompson, Lauren	AMP Music	B	\$46,061.37	8/26/2019

**Permit Teachers**

Codes	Name	Position	Division	Salary	Date
4,r	Balderas, Jasmine	Multicategorical Comp Sen	B	\$43,393.59	8/26/2019
5,r	Bolinski, Lauren	Gen Elem & K8 All Grades	B	\$54,613.41	8/26/2019
5,nr	Clough, Kayla	Multicategorical Comp Sen	B	\$61,018.98	8/26/2019
2,r	Crape, Lydia	Multicategorical Comp Sen	B	\$42,360.01	8/26/2019
2,r	Dallas, Kenneth	Multicategorical Comp Sen	B	\$42,360.00	8/26/2019
4,r	Diez, Santiago	Special Ed Multicategorical	B	\$42,360.00	8/26/2019
5,nr	Doelle, Jenna	Gen Elem & K8 All Grades	B	\$43,537.00	8/26/2019
2,r	Ference, LaBernadette	Gen Elem & K8 All Grades	B	\$42,360.00	8/26/2019
5,r	Getz, Andrea	Kindergarten (4 YR Olds)	B	\$43,388.17	8/26/2019
2,r	Mccaskill, Tajuanna	Art	B	\$43,393.59	8/26/2019
2,r	Nolan, Cleveann	Reg (5 YR) Kindergarten	B	\$42,360.00	8/26/2019
2,r	Pettigrew, Senora	Multicategorical Comp Sen	B	\$42,360.00	8/26/2019
2,nr	Wagner, Mary	Kindergarten (4 YR Olds)	B	\$61,018.98	8/26/2019
2,r	Young, Jeradine	AMP Music	B	\$42,360.00	8/26/2019
3,r	Zinski, Zenaida	Special Ed Multicategorical	B	\$42,360.00	8/26/2019

**School Social Workers**

Codes	Name	Position	Division	Salary	Date
5,nr	Kinnen, Martha	School Social Work	2A	\$54,650.42	8/19/2019
5,r	Matti, Hannah	School Social Work	2A	\$54,650.42	8/19/2019
4,nr	Ortiz Colon, Samaria	School Social Work	2A	\$54,650.42	8/19/2019
2,r	Spencer, QuWanna	School Social Work	2A	\$54,650.42	8/19/2019

**Speech Pathologists**

Codes	Name	Position	Division	Salary	Date
5,nr	Hughes, Kimberly	Speech Pathology	C	\$67,220.00	8/26/2019
5,nr	Winters, Jennifer	Speech Pathology	B	\$49,472.63	8/26/2019

**Occupational Therapist**

Codes	Name	Position	Division	Salary	Date
3,nr	Yang, Nancy	Therapist Occupational	C	\$45,500.00	8/26/2019

**School Social Workers, Early-start**

Codes	Name	Position	Division	Salary	Date
5,r	Donohue, Joseph	School Social Work	2A	\$54,650.42	7/29/2019
5,r	Kusch, Natalie	School Social Work	2A	\$54,650.42	7/29/2019
5,nr	Malloy, Alyssa	School Social Work	2A	\$54,650.42	7/29/2019
5,r	Manders, Katie	School Social Work	2A	\$54,650.42	7/29/2019
3,r	Verrier, Hannah	School Social Work	2A	\$54,650.42	7/29/2019

**Teachers, Early-start**

Codes	Name	Position	Division	Salary	Date
5,nr	Astorga Velasquez, Alfredo	Foreign Language	B	\$65,518.98	8/5/2019
5,r	Bowie, Shawn	Special Ed Multicategorical	B	\$49,472.63	8/5/2019
2,r	Canser, Sapphire	Social Studies	B	\$47,561.37	8/5/2019
5,r	Carpenter Olney, Tami	Foreign Language	C	\$64,018.98	8/5/2019
5,nr	Driscoll, Michael	Art	B	\$55,006.32	8/5/2019
5,nr	Endries, Davis	Mathematics	B	\$43,537.00	8/5/2019
5,r	Gillooley, Timothy	Mathematics	B	\$43,537.00	8/5/2019
5,nr	Haftarski, Vincent	Mathematics	B	\$42,500.00	8/5/2019
5,nr	Hansen, Erika	Mathematics	B	\$42,500.00	8/5/2019
5,nr	Heigl, Savannah	Mathematics	B	\$42,500.00	8/5/2019
2,r	Hodges, Abigail	Science	B	\$44,888.17	8/5/2019
5,r	Kelly, Bridget	AMP Art	B	\$43,388.17	8/5/2019
5,nr	Lawson, Danielle	Music	B	\$42,500.00	8/5/2019
5,r	Lumpkins, Felicia	Mathematics	B	\$46,061.37	8/5/2019
5,nr	Mattox, Brandon	School to Work	C	\$65,507.84	8/5/2019
5,nr	Miller, Katie	Gen Elem & K8 All Grades	B	\$43,573.00	8/5/2019

Codes	Name	Position	Division	Salary	Date
2,r	Morgan, Jason	Multicategorical Comp Sen	C	\$54,613.41	8/5/2019
5,nr	Neidinger, Rebecca	SAGE	B	\$43,537.00	8/5/2019
5,r	Nissen Davis, Blythe	Art	B	\$42,500.00	8/5/2019
2,nr	Odom, Marchelle	English	B	\$62,304.43	8/5/2019
5,nr	Pearl, Nashira	AMP Music	C	\$54,262.73	8/5/2019
5,nr	Poznanski, Kathryn	Reg (5 YR) Kindergarten	C	\$67,000.00	8/5/2019
5,nr	Ray, Joseph	Social Studies	B	\$42,500.00	8/5/2019
5,nr	Sauer, Nicole	Gen Elem & K8 All Grades	B	\$62,507.84	8/5/2019
2,r	Stewart, Samuel	Health & Phy Ed	C	\$64,018.98	8/5/2019
2,r	Stovall, Lee	AMP Music	B	\$55,006.32	8/5/2019
2,r	Thompson, Robin	SAGE	B	\$42,360.00	8/5/2019
5,nr	Van Galen, Ashley	Science	B	\$45,500.00	8/5/2019
5,nr	Vanasek, Meredith	Gen Elem & K8 All Grades	B	\$42,500.00	8/5/2019
5,nr	Weismann, Kelsey	English as a Second Language	B	\$43,537.00	8/5/2019
5,r	Wosika, Fawn	Science	C	\$54,613.41	8/5/2019

### **Permit Teachers PMAC Early-start**

Codes	Name	Position	Division	Salary	Date
2,r	Russell, Felicia	Special Ed Multicategorical	B	\$42,360.00	8/5/2019

### **Permit Teachers, Early Start**

Codes	Name	Position	Division	Salary	Date
5,nr	Bissen, Molly	Special Ed Multicategorical	B	\$42,360.00	8/5/2019
5,r	Boggs, Colton	AMP HPE	B	\$42,360.01	8/5/2019
2,r	Durham, Kelvin	Gen Elem & K8 All Grades	B	\$42,360.00	8/5/2019
2,r	Edison Dunigan, Connie	Gen Elem & K8 All Grades	B	\$42,360.00	8/5/2019
5,nr	Falk, Krystina	AMP HPE	B	\$42,360.00	8/5/2019
2,r	Hall, Mariah	Foreign Language	B	\$43,393.59	8/5/2019
2,nr	Hughes, Toya	Gen Elem & K8 All Grades	B	\$43,393.59	8/5/2019
2,r	Johnson, Patrick	Social Studies	B	\$43,537.00	8/5/2019
5,r	Johnston, Sinclair	Special Ed Multicategorical	B	\$42,360.00	8/5/2019
2,r	Kadima, Kalombo	AMP HPE	B	\$42,360.00	8/5/2019
2,r	Moore, Patrice	Gen Elem & K8 All Grades	B	\$43,393.59	8/5/2019
5,nr	Oneill, Sarah	Special Ed Multicategorical	B	\$42,360.00	8/5/2019
5,r	Peters, Alexander	Special Ed Multicategorical	B	\$42,360.00	8/5/2019
4,nr	Rivera Ballesteros, Jose	Bilingual Ed	B	\$42,360.00	8/5/2019
5,nr	Rodriguez Burgos, Wanda	Foreign Language	B	\$43,393.59	8/5/2019
2,r	Segura Salome, Ivan	Foreign Language	B	\$43,393.59	8/5/2019
5,r	Zacone, Matthew	Special Ed Multicategorical	B	\$42,360.00	8/5/2019

### **School Counselors, Early-start**

Codes	Name	Position	Division	Salary	Date
5,r	Crossot, Caleb	Guidance	C	\$46,537.00	8/5/2019
5,r	Eierman, Lauren	Guidance	C	\$45,500.00	8/5/2019
2,r	Melton, Wanda	Guidance	C	\$50,606.56	8/5/2019

### **Speech Pathologists, Early-start**

Codes	Name	Position	Division	Salary	Date
5,nr	Chudada, Rebecca	Speech Pathology	C	\$66,390.07	8/5/2019
5,r	Cronce, Jamie	Speech Pathology	B	\$48,394.76	8/5/2019
5,r	Nelson, Keeley	Speech Pathology	B	\$55,476.94	8/5/2019
5,r	Saunders, Emma	Speech Pathology	B	\$45,500.00	8/5/2019
5,nr	Urbonya, Lisa	Speech Pathology	B	\$54,117.68	8/5/2019

### **School Psychologists**

Codes	Name	Position	Division	Salary	Date
5,nr	Brous, Rachel	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
5,r	Cross, Sara	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
4,nr	Durand, Vanessa	C.S. Psychological Services	51C	\$62,288.38	8/19/2019

Codes	Name	Position	Division	Salary	Date
5,nr	Gutschenritter, Britta	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
4,r	Lopez, Abigail	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
5,nr	Schuh, Ashley	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
5,nr	Soik, Leah	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
5,r	Stevens, Samantha	C.S. Psychological Services	51C	\$54,788.38	8/19/2019
5,nr	Swenson, Nicole	C.S. Psychological Services	51C	\$54,788.38	8/19/2019

**School Psychologists, Early-start**

Codes	Name	Position	Division	Salary	Date
5,nr	Aspenson, Marla	School Psych Services	51C	\$63,788.38	7/29/2019
5,r	Carse, Sara	School Psych Services	51C	\$54,788.38	7/29/2019
4,r	Escobedo, Marisol	School Psych Services	51C	\$54,788.38	7/29/2019
2,r	Johnson, Ericka	School Psych Services	51C	\$65,288.38	7/29/2019
5,r	Klaas, Victoria	School Psych Services	51C	\$54,788.38	7/29/2019
5,r	Lesch, Laura	School Psych Services	51C	\$54,788.38	7/29/2019
5,r	Rugzie, Deanna	School Psych Services	51C	\$65,288.38	7/29/2019

**Codes and Counts**

Code	Teachers	SSWs	Psychologists	Other	Total
B Bachelor's Level — Teachers					
C Master's Level — Teachers					
nr Non-Residents					
r Residents					
1 Native American	0	0	0	0	0
2 African American <sup>27</sup>	1	1	1	30	
3 Asian/Oriental/Pacific Islander	1	1	0	1	3
4 Hispanic	4	1	3	0	8
5 White	45	6	12	9	72
6 Other	0	0	0	0	0
7 Two or More Ethnic Codes	0	0	0	0	0
Male	23	1	0	1	25
Female	54	8	16	10	88

**Leaves of Absence**

	Present Assignment	Effective From
Illness Leave, April 2019		
Kellie Daniel	On Leave	04/23/2019
Illness Leave, May 2019		
Michelle Mittelstadt	Milw. Academy of Chinese Lang.	05/23/2019
Personal Leave, August 2019		
Katie Manders	Washington HS	08/07/2019
Marla Aspenson	Administration Bldg.	08/16/2019
Sarah Dosmann	Maryland Ave.	08/26/2019
Kim J. Schroeder	Administration Bldg.	08/26/2019

**Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
<i>Certificated Resignations</i>						
Personal	2.9	5	Brooke Bernbeck	Teacher	Milw Sign Lang	06/26/2019
Other Work	10.4	5	Natalie Bishop	Coord II	Lancaster	06/14/2019
Other Work	6.9	5	Travis Brigham	Teacher	Vincent	06/06/2019
Other Work	2.9	6	Talesha Campbell	Teacher	Bay View	06/14/2019
Personal	5.0	5	Christine Clark	Teacher	Parkside	07/07/2019
Other Work	11.3	5	Brittany DeWindt	Teacher	Riverwest	06/14/2019
Personal	1.0	5	Madison Fant	Speech Path	Audubon	06/27/2019



Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Other Work	5.0	5	Abigail Felten	Teacher	Ronald Reagan	07/26/2019
Personal	0.4	3	Ryan Frye	Teacher	MacDowell	07/02/2019
Personal	5.0	5	Katlyn Galonski	Teacher	Parkside	06/26/2019
Retire	24.0	5	Diana Gastrow	Teacher	Hartford	08/16/2019
Other Work	5.6	4	Ana Gilmond	Teacher	Forest Home	06/14/2019
Other Work	5.9	5	Jessica Graesser	Nurse	Central Svcs	06/14/2019
Retire	23.2	5	Anne Hagan	Teacher	Honey Creek	05/31/2019
Other Work	6.4	5	Tyler Harwood	Teacher	Greenfield	07/02/2019
Personal	4.9	5	Rochelle Hefel	Teacher	Whitman	06/14/2019
Retire	37.8	4	Luz Hernandez	Teacher	Vieau	08/05/2019
Other Work	0.1	2	Kevin Johnikin	Teacher in Charge	Vincent Acc Acad	08/05/2019
Other Work	4.9	5	Ashley Jors	Counselor	Clement Ave	07/09/2019
Other Work	10.9	5	Megan Karabon	Teacher	MSL	05/31/2019
Other Work	1.0	5	Jack Klebsadel	Teacher	Marshall	06/18/2019
Other Work	6.0	5	Chad Langer	Teacher	Kluge	06/30/2019
Retire	18.8	1	Willa Lee	Teacher	Neeskara	06/14/2019
Personal	20.9	5	Lisa Litzsey	Mentor	Central Svcs	06/14/2019
Personal	1.0	4	Carlos Marcial Resto	Teacher	Allen Field	07/01/2019
Personal	9.5	2	LaCretia McGee	Teacher	Rufus King MS	06/14/2019
Other Work	2.9	5	Rebecca McLees	Teacher	Bruce	06/14/2019
Personal	3.9	5	Andrew Richter	Teacher	Lincoln MS	05/28/2019
Retire	26.0	5	Karen Rinka	Teacher	Trowbridge	08/02/2019
Other Work	3.7	6	Ishmael Simmons	Teacher	Vincent	05/30/2019
Retire	25.7	5	Katharine Sprouse	Teacher	Rufus King MS	06/27/2019
Retire	20.0	5	Susan Sturn	Teacher	South Acc Acad	07/29/2019
Other Work	1.0	5	Holly Sutherland	Teacher	Manitoba	07/02/2019
Other Work	2.0	5	Jeanne Vidrine	Teacher	Auer	06/28/2019
Other Work	11.9	4	Natalie Villegas	Teacher	Hamilton	06/10/2019
Personal	12.0	6	LaTonya Winfrey Walls	Social Worker	Central Svcs	07/19/2019
Other Work	1.0	5	Calire Zagar	Counselor	Vincent	07/02/2019
Personal	19.2	5	Lesley Zylstra	Teacher	Hawley	06/26/2019
<i>Classified Retirements</i>						
Retire	9.8	5	Myra Grabowski	Secretary I	Garland	06/26/2019
Retire	29.5	4	Cynthia Gutierrez	Secretary I	Pulaski	07/09/2019
Retire	22.1	5	Connie Hagler	Para	Milw Sign Lang	06/30/2019
Retire	28.5	2	Michele Hickman	Secretary I	Rufus King HS	07/02/2019
Retire	17.0	2	Ronald Hill	Boiler Attendant	South Division	06/28/2019
Retire	27.3	2	Tammie Wesley	Safety Asst	School Safety	07/18/2019

### **Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for July 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.

*Adopted 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 and Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days**

**Recommended Appointments**

Your Committee 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)(r)	Jesus Castillo	Payroll Supervisor II	Office of the Chief of Finance	03	10A	\$102,267
(5)(r)	Denise Fields	Grants Specialist I	Office of the Chief of Finance	03	08A	\$97,258
(5)(r)	Katherine Polace	Account and Efficiency Manager I	Office of Accountability and Efficiency	03	11A	\$95,138
(5)(r)	Terisa Folaron	Supervisor II, Academic Program Chair	Office of the Chief of Academics	03	10A	\$93,599
(5)(nr)	Jonathan Jagemann	Manager I, Student Discipline	Office of the Chief of School Administration	03	11A	\$87,556
(4)(r)	Doreen Badillo	Assistant Principal III — Milwaukee School of Languages	Office of the Chief of School Administration	03	12C	\$87,201
(5)(nr)	Abigail Rausch	Coordinator III, Montessori Education	Office of the Chief of Academics	03	08A	\$85,990
(5)(r)	Benjamin Banner	Supervisor I, Network Administration	Office of the Chief of Human Resources	03	09A	\$83,588
(2)(r)	Winifred Wilks	Manager I, Financial Reporting	Office of the Chief of Finance	03	11A	\$77,381
(3)(r)	Seemi Daniel	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	\$75,011
(5)(r)	Christine Cowan	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	\$70,712
(3)(nr)	Laiho Leong-Ho	Financial and Planning Budget Analyst I	Office of the Chief of Finance	03	05A	\$70,237
(5)(r)	Ruzica Drea	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	\$69,695
(5)(r)	Ryan Broderick	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	\$57,647
(2)(r)	Marcus Montgomery	Planning Assistant III	Office of the Chief of Academics	03	02A	\$55,156
(5)(nr)	Kasey Ripper	Analyst I, School Nutrition	Office of the Chief of Finance	03	05A	\$54,220
(6)(r)	Gazelle DeWerff	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	\$52,906
(5)(r)	Brian Foley	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	\$50,387
(6)(r)	Lisa Mitchell	Recreation Supervising Associate II	Office of the Chief of School Administration	03	04A	\$50,387
(2)(r)	Danielle James	Absence Management System Technician I	Office of the Chief of Human Resources	03	03A	\$46,769
(2)(r)	Stella Nathan	Planning Assistant III	Office of the Chief of Academics	03	02A	\$44,972

**Recommended Reassignments**

Your Committee recommends that the following individuals be appointed to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(2)(nr)	Candice Overton Hoze	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	\$97,258
(2)(nr)	Latish Reed	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	\$97,258
(2)(r)	Patricia Perry Wright	Specialist I, MPSU Development	Office of the Chief of Academics	03	08A	\$95,941
(2)(r)	Jacqueline Spence	Assistant Principal — Grantosa	Office of the Chief of School Administration	03	10C	\$86,530

### **Recommended Reclassifications**

Your Committee 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
(2)(nr)	Tracy Christopher	Administrative Assistant I	Office of the Chief of School Administration	03	01A	\$43,300

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

Your Committee 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 Wage	Dates	
					From	To
(5)(r)	Jennifer Maederer	School Psychologist	Office of the Chief of Academics	\$45.00	08/05/19	12/20/19
(2)(nr)	Karen Bradley	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(5)(nr)	Doreen Britton Lange	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(5)(r)	Jordan Fishman	Assistant Principal Coaching	Office of the Chief of School Administration	\$40.00	08/01/19	02/01/20
(5)(r)	Jennifer Guentner	Special Education Supervisor	Office of the Chief of Academics	\$40.00	08/05/19	12/20/19
(5)(r)	Barbara Hart	Building Coordinator	Office of the Chief of Academics	\$40.00	08/05/19	12/20/19
(2)(r)	Virginia McFadden	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(5)(nr)	Nancy McLure	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(5)(nr)	Christine Millay	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(4)(r)	Lourdes Ocampo-Lewis	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/15/19	12/31/19
(5)(r)	Debra Ortiz	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(2)(r)	Bettye Washington	Principal Assessment Assessor	Office of the Chief of School Administration	\$40.00	07/01/19	12/31/19
(4)(r)	Tatiana Joseph	District Multilingual Liaison	Office of the Chief of Academics	\$35.00	06/01/19	11/30/19
(2)(nr)	Earl Wyatt	Sr. Programmer Analyst I	Office of the Chief of Human Resources	\$34.72	07/18/19	01/18/20
(6)(r)	Jessica Votava	Science Teacher Leader	Office of the Chief of Academics	\$34.41	05/24/19	07/31/19
(4)(r)	Mari Ornelas	Student Services Secretary	Office of the Chief of School Administration	\$31.76	08/01/19	01/31/20

Codes	Name	Position	Location	Hourly Wage	Dates	
					From	To
(5)(nr)	Mae Beard	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(5)(nr)	Walter Boyer	Temporary Vocal Music Support	Office of the Chief of School Administration	\$30.00	08/05/19	12/23/19
(5)(r)	Heidi Bukowski	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(6)(r)	Adam Carr	Radio Club Advisor	Office of the Chief of School Administration	\$30.00	08/05/19	12/23/19
(5)(r)	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(5)(r)	Amy Craig- Salmon	Fine Arts Assistant/Art Teacher Coach	Office of the Chief of Academics	\$30.00	07/01/19	12/31/19
(5)(nr)	Sheryl Dufek	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(2)(r)	Heather Harper	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(2)(r)	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(4)(r)	Maria Jenkins	Bilingual Grow-Your-Own Initiative	Office of the Superintendent	\$30.00	08/01/19	01/31/20
(5)(r)	Nicholas Lang	Percussion Support	Office of the Chief of School Administration	\$30.00	08/05/19	12/23/19
(2)(nr)	Phillip Scott	Youth Apprenticeship Employer Development Liaison	Office of the Chief of Academics	\$30.00	07/01/19	12/31/19
(2)(r)	Linda Smith	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	08/01/19	12/31/19
(5)(r)	John Zablocki	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19	12/30/19
(2)(r)	Annette Fayne	Administrative Assistant III	Office of Board Governance	\$27.86	07/28/19	1/29/20
(5)(r)	Jeannette Norwood	Payroll Transition Support	Office of the Chief of Finance	\$22.42	09/09/19	11/29/19
(2)(nr)	Lillie Mayes	Student Services Secretary	Office of the Chief of School Administration	\$18.04	08/01/19	01/31/19
(4)(r)	Michael Bruno	Summer College Canvasser	Office of the Chief of School Administration	\$12.50	06/03/19	08/30/19
(2)(r)	Kaelin Graham	Summer College Canvasser	Office of the Chief of School Administration	\$12.50	06/03/19	08/30/19

### Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident

The Administration requested that the administrative appointments below be amended as follows:

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(5)(r)	Ryan Broderick	Recreation Supervising Associate II	Office of the Chief of School Administration Finance	03	04A	\$57,647
(6)(r)	Gazelle DeWerff	Recreation Supervising Associate II	Office of the Chief of School Administration Finance	03	04A	\$52,906
(5)(r)	Brian Foley	Recreation Supervising Associate II	Office of the Chief of School Administration Finance	03	04A	\$50,387
(6)(r)	Lisa Mitchell	Recreation Supervising Associate II	Office of the Chief of School Administration Finance	03	04A	\$50,387

Director Báez moved approval of the Committee’s recommendations, with the administrative appointments to be amended as requested by the Administration. 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 Cumulative Purchases in Excess of \$50,000; Report on Administrative and School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Routine Monthly Reports**

The report on informational report on purchases in excess of \$50,000 and cumulative total, 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. These are informational reports, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations over \$5,000</i>			
Gwen T. Jackson School	Northwestern Mutual	\$10,000.00	STEM Donation
MacDowell Montessori	MPS Foundation	\$25,000.00	Gym Floor
<i>Total Monetary Donations over \$5,000</i>		<i>\$35,000.00</i>	
<i>Monetary Donations</i>			
Alliance High School	Susan Hylland & Kirk Hylland	\$400.00	General School Supplies
Alliance High School	John R. Boyle	\$200.00	General School Supplies
Alliance High School	Juan & Manuel Carrasquillo	\$125.00	General School Supplies
Alliance High School	David Stowe & Gene C. Webb	\$200.00	General School Supplies
Alliance High School	Joseph R. Pabst	\$100.00	General School Supplies
Alliance High School	Carlos Rodriguez & Christopher Leichliter	\$200.00	General School Supplies
Alliance High School	Daniel R. Taylor	\$300.00	General School Supplies
Alliance High School	Hoa Anh Phan	\$125.00	General School Supplies
Alliance High School	Leifker CFO Services, LLC/Dale A. Leifker	\$100.00	General School Supplies
Alliance High School	Barbara L. Stollenwerk	\$300.00	General School Supplies
Alliance High School	Jeffrey M. Goldberg	\$250.00	General School Supplies
Alliance High School	Daniel Riedl	\$200.00	General School Supplies
Alliance High School	Peter Burgelis	\$150.00	General School Supplies
Alliance High School	Patrick Mutsune	\$300.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Alliance High School	Henry M. Faust	\$100.00	General School Supplies
Alliance High School	Susan C. Haertel	\$100.00	General School Supplies
Alliance High School	Anne Marie Peterson	\$100.00	General School Supplies
Alliance High School	Audrey L. Potter & Santa M. Consiglio	\$300.00	General School Supplies
Alliance High School	Daniel P. Lagerman	\$200.00	General School Supplies
Alliance High School	Cream City Foundation	\$250.00	General School Supplies
Alliance High School	April Calvert	\$150.00	General School Supplies
Alliance High School	Salvatore M. Zizzo	\$250.00	General School Supplies
Alliance High School	Dan Sawall	\$500.00	General School Supplies
Alliance High School	Marianne Burish & Nicole M. Mantyh	\$500.00	General School Supplies
Bay View High School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Bay View High School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Bay View High School	Project Lead The Way	\$500.00	Engineering Competition
Clemens School	LuLaRoe Inc.	\$167.00	Autism Awareness & Classroom Materials
Clemens School	Benevity Community Impact Fund	\$1,000.00	Field Trip Donation
Location	Donor	Amount	Gift or Purpose
Fratney Street School	Lynden Sculpture Garden	\$484.00	Field Trip Donation
Fratney Street School	La Escuela Fratney PTA	\$3,724.93	General School Supplies
Fratney Street School	La Escuela Fratney PTA	\$798.50	General School Supplies
Fratney Street School	La Escuela Fratney PTA	\$500.00	General School Supplies
Fratney Street School	Wells Fargo Financial Services	\$550.00	General School Supplies
Gaenslen School	LeadDog Marketing Group	\$1,343.00	Kohl's Cares Field Trip Grant
German Immersion School	YourCause, LLC.	\$8.24	General School Supplies
German Immersion School	German Immersion Foundation	\$210.64	Curriculum Alignment
King Elem School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
King Elem School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
King High School	Wisconsin Football Coaches Association	\$3,000.00	Boys Football Donation
King High School	Inventory Trading Company	\$40.00	Boys Football Donation
Lafollette School	LeadDog Marketing Group	\$2,000.00	Kohl's Cares Field Trip Grant
MacDowell Montessori	La Cena, LLC.	\$65.00	General School Supplies
MacDowell Montessori	Denson's Catering	\$50.00	General School Supplies
Maryland Avenue School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	\$1,000.00	Kohl's Cares Field Trip Grant
Mitchell School	Kiwanis Club of Milwaukee	\$300.00	General School Supplies
Parkside School	Lowe's	\$2,000.00	Parent Center Project
Story School	Neighborhood House of Milwaukee	\$1,500.00	Garden Donation
Thoreau School	Brown Deer United Methodist Church	\$1,000.00	Camp Donation
Washington High School Of I.T.	Gruber Law Offices, LLC.	\$500.00	Driving Support
Washington High School Of I.T.	First Stage Learning Center Inc.	\$500.00	Football Donation
Washington High School Of I.T.	LeadDog Marketing Group	\$2,000.00	Kohl's Cares Field Trip Grant
<i>Total Monetary Donations</i>		<i>\$34,641.31</i>	
<i>Non-Monetary Donations</i>			
Doerfler School	Bluestone Landscape LLC	\$699.00	Garden Preparation
German Immersion School	Linda's Kids Inc.	\$50.00	Shoes & Flash Card Material
German Immersion School	Linda's Kids Inc.	\$10.00	Kids Pants
Goodrich School	Donors Choose	\$763.67	Classroom Art Supplies
Goodrich School	Donors Choose	\$496.35	Books For Classroom Library
Goodrich School	Donors Choose	\$477.93	3D Printer For Makerspace Room
Location	Donor	Amount	Gift or Purpose

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	\$274.06	Math Materials
Grantosa Drive School	Donors Choose	\$385.49	Sports Equipment
Hi-Mount School	Berean Family Worship Center Inc	\$814.25	8 <sup>th</sup> -Grade Graduation
Kilbourn School	Donors Choose	\$277.59	Math Manipulatives
Kilbourn School	Donors Choose	\$883.93	iPads
Kilbourn School	Donors Choose	\$173.74	General School Supplies
Kilbourn School	Donors Choose	\$263.96	Board Books
Kilbourn School	Donors Choose	\$637.45	Art Supplies
Kilbourn School	Donors Choose	\$357.65	General School Supplies
Kilbourn School	Donors Choose	\$314.61	Flexible Seating
Kilbourn School	Donors Choose	\$390.98	General School Supplies
Kilbourn School	Donors Choose	\$853.07	General School Supplies
Kilbourn School	Donors Choose	\$518.00	Reading Supplies
Kilbourn School	Donors Choose	\$447.00	General School Supplies
Kilbourn School	Donors Choose	\$143.25	Science Supplies
Kilbourn School	Donors Choose	\$96.84	General School Supplies
Kilbourn School	Donors Choose	\$332.02	General School Supplies
Kilbourn School	Donors Choose	\$466.20	General School Supplies
Kilbourn School	Donors Choose	\$457.83	General School Supplies
Kilbourn School	Donors Choose	\$393.87	General School Supplies
Kilbourn School	Donors Choose	\$484.32	General School Supplies
Kilbourn School	Donors Choose	\$337.00	General School Supplies
Kilbourn School	Donors Choose	\$434.00	Headphones
Kilbourn School	Donors Choose	\$159.61	General School Supplies
Kilbourn School	Donors Choose	\$263.40	General School Supplies
Lloyd Barbee Montessori	Donors Choose	\$774.00	General School Supplies
Lloyd Barbee Montessori	Donors Choose	\$479.00	General School Supplies
MacDowell Montessori	Donors Choose	\$477.12	Graphing Calculator
Manitoba School	Donors Choose	\$844.67	Games, Legos & Books
Manitoba School	Donors Choose	\$454.70	Games, Legos & Books
Manitoba School	Donors Choose	\$405.92	Markers, Paint, Paper & Punchers
Manitoba School	Donors Choose	\$148.76	Professional Development
Manitoba School	Donors Choose	\$313.13	Paper, Markers, Stickers & Squigz
Manitoba School	Donors Choose	\$428.92	Legos, Rolad Builder & Sort Kits
Manitoba School	Donors Choose	\$254.50	Asus Chromebook & Talk Set
Manitoba School	Donors Choose	\$234.74	Music Box & Fidget Grabbers
Manitoba School	Donors Choose	\$339.07	Crayons, Ziploc's, Snacks & Tape
Manitoba School	Donors Choose	\$546.56	Math Manipulatives
Manitoba School	Donors Choose	\$147.14	Books
Manitoba School	Donors Choose	\$652.45	Clothing
Manitoba School	Donors Choose	\$190.88	Paper
Manitoba School	Donors Choose	\$1,694.61	Rest Mats & Snacks
Manitoba School	Donors Choose	\$608.55	STEM Items
Manitoba School	Donors Choose	\$399.32	Sweatshirts
Manitoba School	Donors Choose	\$364.32	Ink For Printer
Manitoba School	Donors Choose	\$261.36	Dolls, Ramp Toy & Treehouse
Manitoba School	Donors Choose	\$357.54	Duple Shelf
Manitoba School	Donors Choose	\$333.48	Rug
Manitoba School	Donors Choose	\$168.85	Playground Balls
Manitoba School	Donors Choose	\$489.14	Bubble Kit
Manitoba School	Donors Choose	\$288.31	Block Machines & Sand
Manitoba School	Donors Choose	\$591.64	Games
Manitoba School	Donors Choose	\$740.50	Professional Development
Manitoba School	Donors Choose	\$809.80	STEM Materials
Manitoba School	Donors Choose	\$304.05	Food Expenses
Manitoba School	Donors Choose	\$493.30	Sensory, Time & Calendar
Manitoba School	Donors Choose	\$274.71	Vet Set, Animal Counters & Puzzle
Manitoba School	Donors Choose	\$687.60	Duplo Blocks & Magnetic Blocks

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	\$231.98	Online Assessment Tool
Manitoba School	Donors Choose	\$230.90	Rug & Alphabet Activities
Manitoba School	Donors Choose	\$198.36	Legos, Learning Center & Paper
Manitoba School	Donors Choose	\$3,023.24	Professional Development
Maple Tree School	Donors Choose	\$131.01	Play-Doh
Maple Tree School	Donors Choose	\$173.71	Scissors
Maple Tree School	Donors Choose	\$350.72	Books
Maple Tree School	West Granville Presbyterian Church	\$659.51	General School Supplies
Thoreau School	Linda A. Gianni	\$20.00	Socks For Students
Thurston Woods	John Brannon	\$497.00	Food Supplies
Townsend School	Blessings In a Backpack	\$409.93	Food Donation
Townsend School	Blessings In a Backpack	\$364.21	Food Donation
Whitman School	Donors Choose	\$591.12	Fidget & Adaption Toys
Whitman School	Donors Choose	\$476.28	Seating Supplies
Whitman School	Donors Choose	\$319.99	Books & Snacks
Whitman School	Donors Choose	\$167.16	Cleaning Supplies
Whitman School	Donors Choose	\$425.09	Scholastic News Magazines
<i>Total Non-Monetary Donations</i>		\$36,485.92	
Total Value of Donations for August 2019		\$106,127.23	

**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.

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

\* \* \* \* \*

**(Item 4) Action on Resolution 1819R-002 by Director Phillips and Director Báez Regarding Equitable Nutrition Opportunities for All Students**

**Background**

At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-002 by Directors Phillip and Báez to the Accountability, Finance and Personnel Committee. (Subsequent to the resolution being referred and it being heard by the full Board, one Whereas clause was corrected, as indicated in the attachments to your Committee’s meeting.) The Resolved portion of the resolution reads:

RESOLVED, that the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require every MPS school in which 70% or more of its students are eligible for free or reduced-price meals under the National School Lunch Program or the federal School Breakfast Program to establish a school "breakfast after the bell" program; and
2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a "breakfast after the bell" (BATB) program for all grades at each school in the District that is required to establish such a program, the Plan to include:
  - a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;
  - b. a plan to notify and train MPS employees in advance of the BATB’s implementation;
  - c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;
  - d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;
3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a "breakfast after the bell" program in each of its schools which are subject to the requirements of this resolution; and



5. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

Since the Board's adoption of the Resolution, the Administration has had the opportunity to communicate with the authors of the Resolution to gain additional insight. Based on this, the Administration is providing information regarding current efforts in these areas:

- expanding the extension of breakfast opportunities after the bell;
- expanding breakfast offerings;
- improving food quality; and,
- collecting and using data to positively impact access and communication.

The Administration recognizes the important role of meal service, including breakfast and dinner. In February 2019, Food Research & Action Center (FRAC), a national organization working to eradicate domestic hunger, issued the "School Breakfast: Making it Work in Large School Districts". This report ranks Milwaukee Public Schools as 29<sup>th</sup> for breakfast participation of students eating lunch. During the 2018-19 school year, MPS provided after-school snacks or dinners at 116 schools.

The Administration also recognizes and strives to achieve FRAC's goal of 70% breakfast participation of students who eat lunch for schools with a Free and Reduced Application Management (FRAM) exceeding 70%. When considering schools with a FRAM exceeding 70%, as indicated in the resolution, MPS has already reached the resolution goal of 70% breakfast participation of the students who ate lunch for the 2018-19 school year.

Even with having achieved the 70% breakfast participation, the Administration continues to revise and to expand after-the-bell breakfast options, including breakfast in the classroom, food carts, and breakfast in the cafeteria, as well as a blend of multiple options. The Administration's goal remains to ensure that all students have access to breakfast.

The Administration is expanding breakfast menus to provide more variety to students such as hot breakfast in the classroom and varied cold-breakfast options with less sugar and more protein. To accommodate the expanded after-the-bell breakfast menu options, the Administration has purchased additional freezers and refrigerators for use throughout the District.

The District continues to improve the overall nutritional value of the food that it provides to students. This includes a request for proposal (RFP) for breakfast kits with items with lower sugar and cleaner labels.

The Department of Nutrition Services continues to expand communication: This year the Parent/Student Handbook includes notification to parents about the availability of free breakfast and lunch. In addition, DNS provided information to principals at their resource fair this summer. DNS staff works with principals and teachers to provide trainings for launch of breakfast in the classroom, along with ongoing meetings with principals as necessary.

The Administration recommends that the Board hold Resolution 1920R-002 by Directors Phillips and Báez regarding Equitable Nutrition Opportunities for All Students in committee until after the next regularly scheduled Quarterly Nutrition Report.

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

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Administrative Policy 4.05, School Nutrition Management

#### **Committee's Recommendation**

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Your Committee recommends that:

1. the Board accept the Administration's recommendation and that the Board direct the Administration to establish, by September 16, 2019, a hotline or other communication method for students to report when they are denied breakfast;
2. the Board meet with community members to collect data on the nutrition program, including but not limited to, participation, the type of program provided, a breakdown of choice relative to breakfast options, and a map of the program options be provided in the data provided to the Board; and

- 3. the information on the nutrition program be brought back to the Board by the October board cycle.

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

\* \* \* \* \*

**(Item 5) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts Related to Employee Benefits**

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to enter into the following contracts related to employee benefits:

**RFP 1008 Authorization to Contract with United Healthcare Services, Inc., (UHC) for Administration of the District's Health Plans**

The Administration is requesting authorization to enter into a contract with United Healthcare Services, Inc., (UHC) for the administration of the District's self-funded health plans. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1008 for the administration of the self-funded Exclusive Provider Organization (EPO), Preferred Provider Organization (PPO), and High-Deductible Health Plan (HDHP). UHC's proposal offered the lowest claims cost and provider discounts with no disruption to employees and their dependents. UHC also provided competitive costs for the administration and disease-management programs.

The estimated savings by implementing the disease-management programs is \$1,475,831. The estimated savings for the disease management will vary, depending on participation in the programs. There are annual maximum performance guarantees that range from \$208,000 to \$720,000 that could be paid to MPS by UHC.

Contractor was chosen pursuant to RFP 1008, which closed on March 21, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the "Initial Term") with an option of two one-year to extend if certain performance metrics incorporated into the contracts are met.

The total cost of the contract in the Initial Term will not exceed \$14,000,000.

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits Medical Insurance) .....\$14,000,000

UnitedHealthcare Services, Inc.

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	270,000
Total # of Minorities .....	26,393
Total # of Women .....	52,759

HUB Participation

Required.....	0%
Proposed .....	N/A
\$ Value.....	N/A

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment.....	10

**RFP 1009 Authorization to Contract with United Healthcare Services, Inc., (through OptumRx) for Prescription Drug Administration**

The Administration is requesting authorization to enter into a contract with United Healthcare Services, Inc., (UHC) (through OptumRx) for prescription drug administration. The District partnered with Hays (benefit consultants) to develop and evaluate RFP 1009 for the administration of the prescription drug plan for

employees enrolled in the EPO, PPO, and HDHP. UHC submitted the lowest bid with minimal disruption to employees and dependents.

This contract has a carve-in approach, which means that it will be incorporated into the contract for health-plan administration. This will result in a positive member experience in that the UHC’s claims representative/clinical disease-management team will be able to view all the employees’ medical and pharmacy claims information within the same system.

The UHC’s proposal includes an estimated savings of \$9,085,000 over a three-year period. The estimated savings was based on 2018 use, so actual savings will vary based on actual prescription drug use. Included in the \$9.0 million above is an estimated savings of \$502,250 over a three-year period for an implementation credit and an annual pharmacy-management allowance.

Contractor was chosen pursuant to RFP 1009, which closed on March 28, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the “Initial Term”) with one two-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$800,000.

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits Medical Insurance).....\$800,000

UnitedHealthcare Services, Inc.

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	270,000
Total # of Minorities .....	26,393
Total # of Women .....	52,759

HUB Participation

Required.....	0%
Proposed .....	N/A
\$ Value.....	N/A

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	100
Student Career-awareness Commitment.....	10

RFP 1019 Authorization to Contract with The Standard Insurance Company for Life and Disability Insurance

The Administration is requesting authorization to enter into a contract with The Standard Insurance Company (The Standard) for life insurance, accidental death and dismemberment (AD&D) insurance, voluntary supplemental life insurance, voluntary short-term disability (STD) insurance, and voluntary long-term disability (LTD) insurance. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1019 for the administration of these insurance plans.

The insurance policies provided by The Standard will enable the District to continue to offer benefit plans to staff and to provide increased financial-security opportunities to employees and their families in the event of unfortunate life circumstances. The Standard’s supplemental life, short-term, and long-term disability policies are employee-paid and offered on a voluntary basis. This contract will provide simplification and consistent administration of these benefits.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The contract for life, AD&D, and voluntary STD insurance will run from January 1, 2020, through December 31, 2022, with an additional one-year option to extend, while the contract for voluntary LTD insurance will run from January 1, 2020, through December 31, 2021, (the “Initial Term”) with an additional two one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$11,000,000.

Budget Code: DWC-00-EMB-DW-EGLI (Group Life Insurance).....\$11,000,000

The Standard Insurance Company

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	3,083
Total # of Minorities .....	653
Total # of Women .....	1,788

HUB Participation

Required.....	0
Proposed .....	N/A
\$ Value.....	N/A

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	600
Student Career-awareness Commitment .....	10

RFP 1019 Authorization to Contract with York Risk Services Group, Inc., for Family Medical Leave Act (FMLA) Administration

The Administration is requesting authorization to enter into contracts with York Risk Services Group, Inc., to provide Family Medical Leave Act (FMLA) administration and accommodation support under the American with Disabilities Amendments Act in compliance with federal and state regulations. The District partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1019 for the FMLA administration. This contract will provide continuity for employees and efficiency for the District, since York is the current vendor and is familiar with MPS’s leave plans and policies.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The contract will run from January 1, 2020, through December 31, 2022, (the “Initial Term”) with an additional one-year option to extend if certain performance metrics incorporated into the contracts are met.

The total cost of the York Risk Services Group, Inc. contract in the Initial Term will not exceed \$825,000.

Budget Code: DWC-00-EMB-DW-ECTS (FMLA Administration) York Risk.....\$825,000

Prime Contractor Information

Certified HUB Vendor? .....	No
Total # of Employees .....	4,986
Total # of Minorities .....	848
Total # of Women .....	3,398

HUB PARTICIPATION Required.....

Required.....	0
Proposed .....	N/A
\$ Value.....	N/A

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	600
Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contracts, as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 6) Action on the Award of Professional Services Contracts**

**Background**

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 988 Authorization to Extend a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for Driver Education Program

The Administration is requesting authorization to extend the contract with Drive USA, Inc., d/b/a Arcade Drivers School, for the driver education program. This contractor will be used to deliver classroom and behind-the-wheel instruction for the MPS Drive program and behind-the-wheel instruction for the community-based driver education program.

Milwaukee Public Schools identified a large disparity in the number of young people within the City of Milwaukee who possess drivers’ licenses. In an effort to eliminate potential barriers to obtaining a driver’s license, the MPS Drive program was developed to offer free driver education to all age-eligible MPS students. Paired with the community-based driver education program, young people throughout Milwaukee now have multiple access points to obtaining drivers’ licenses.

Contractor was chosen pursuant to RFP 988, which closed on July 10, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. Drive USA, Inc., d/b/a Arcade Drivers School, has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract extension will run from September 1, 2019, through August 31, 2020. The total cost of the contract in this extension year will not exceed \$551,299.

Budget Code:	DRD-0-0-DED-DW-ECTS (MPS Drive — Contract Services) .....	\$471,299
	CSV-0-0-DRV-DW-ECTS (Community-based Driver Education) .....	\$80,000

Drive USA, Inc., d/b/a Arcade Drivers School

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	42
Total # of Minorities .....	14
Total # of Women .....	13

HUB Participation

Required .....	NA
Proposed .....	NA
\$ Value .....	NA

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	0
Student Career-awareness Commitment .....	0

RFP 992 Authorization to Extend Contracts with Family Music Center; Guitar Center Stores Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to extend contracts with Family Music Center; Guitar Center Stores Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for musical instrument repair and maintenance services. These contractors will be used to deliver musical-instrument repair and maintenance to ensure the quality of district-owned musical instruments. This includes repair and maintenance of musical instruments for school-based band and orchestra programs, traveling music teacher programs, and Saturday music-lesson programs.

Milwaukee Public Schools must maintain the quality of musical instruments to best serve the needs of students in music programs in the District. By contracting with these vendors, Milwaukee Public Schools will be able to provide quality and convenient repair and maintenance of musical instruments during the school year.

Contractors were chosen pursuant to RFP 992, which closed on Thursday, August 9, 2018. The original contracts provided for two one-year extensions if certain performance metrics were met. The contractors have met the performance metrics codified in the contracts, therefore, MPS is exercising the first extension options for the contracts.

The contract extensions will run from October 1, 2019, through September 30, 2020 (“Year 2”). The total cost of the contract extensions in Year 2 will not exceed \$150,000.00.

<u>Vendor</u>	<u>Award</u>
Family Music Center.....	\$75,000.00
Guitar Center Stores Inc., dba Music & Arts .....	\$40,000.00
Brass Bell Music, Inc. ....	\$20,000.00
Korinthian Violins, LLC .....	\$15,000.00

Budget Code: IMS-0-0-IMC-DW-EMTC (Maintenance Contracts Inst Msc) .....\$150,000.

Family Music Center

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	8
Total # of Minorities .....	0
Total # of Women .....	4

HUB Participation

Required.....	NA
Proposed .....	NA
\$ Value.....	NA

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10

Guitar Center Stores Inc., dba Music & Arts

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	1713
Total # of Minorities .....	349
Total # of Women .....	553

HUB Participation

Required.....	NA
Proposed .....	NA
\$ Value.....	NA

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10
<b>Brass Bell Music, Inc.</b>	
Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	50
Total # of Minorities .....	7
Total # of Women .....	14
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10
<b>Korinthian Violins, LLC</b>	
Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	4
Total # of Minorities .....	0
Total # of Women .....	3
HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10

**RFP 998 Authorization to Enter a Contract with Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary’s, Inc., on behalf of Themselves and Their Affiliates for Licensed Athletic Trainer Services**

The Administration is requesting authorization to enter a contract with Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary’s, Inc., on behalf of themselves and their affiliates (“Wheaton”) for licensed athletic trainer (LAT) services for various interscholastic athletic sports.

The provision of LAT services is imperative to maintain the health and safety of our student athletes. MPS must have this form of specialized care at several sporting events, including football, basketball, soccer, and wrestling.

This vendor was chosen pursuant to RFP 998, which closed on March 15, 2019. The contract will run from September 1, 2019, through August 31, 2020, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$69,550.

Budget Code: ATH-0-0-IAT-DW-ECTS (Athletics — Contract Services).....\$69,550

Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., and Columbia St. Mary’s, Inc., on behalf of themselves and their affiliates

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment.....	10

**RFP 987 Authorization to Contract with Maxim Healthcare Services, Inc., and Sunbelt Staffing, LLC, for Nursing Services**

The Administration is requesting authorization to contract with Maxim Healthcare Services, Inc., (“Maxim”) and with Sunbelt Staffing, LLC, (“Sunbelt”) for registered nurses (RN) and ventilator/tracheostomy-certified licensed practical nurse (LPN) services.

These contracted services are needed due to the shortage of nurses available to MPS, which is rendering MPS unable to fulfill its vacant nursing positions. Direct nursing-care services are critical to maintaining the health and wellness of MPS students. RNs provide direct nursing care for the health and illness needs of students. LPNs work on an as-needed basis with medically fragile students. MPS estimates a need for approximately eight-ten RNs and five-six LPNs annually.

These contractors were chosen pursuant to RFP 987. Each original contract provided for two one-year options to extend if certain performance metrics were met. Each contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the second option year for the contracts.

These contract extensions will run from September 1, 2019, through August 31, 2020. The total cost of Maxim’s contract in this extension will not exceed \$442,206. The total cost of Sunbelt’s contract in this extension will not exceed \$440,000.

Budget Code: NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services) .....\$882,206

**Maxim Healthcare Services, Inc.**

Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	NG
Total # of Minorities .....	NG
Total # of Women .....	NG
HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	400
Student Career-awareness Commitment.....	10

**Sunbelt Staffing, LLC**

Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	105
Total # of Minorities .....	17
Total # of Women .....	75
HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A



Student Engagement (hours per 12-month contract)  
 Paid Student Employment-hour Commitment .....400  
 Student Career-awareness Commitment ..... 10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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**

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 7) Action on the Award of Exception-to-Bid Contracts**

**Background**

The Administration is requesting authorization to purchase from News 2 You Products (“n2Y”) the Unique Learning System, a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy, math, science, and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments, and written-expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

n2Y has provided MPS with this curriculum for the past nine years. RFP 921 was issued in May 2016 to test the marketplace, but did not result in an award. As such, the Administration seeks to continue to use n2Y based on continuity and the familiarity with the curriculum throughout the District for the period of September 1, 2019, through August 31, 2020.

The total cost of the goods purchased will not exceed \$161,122.50.

Budget Code: SSU-0-A-IF0-DW-ECTS (IDEA — Contracted Services).....\$161,122.50

News 2 You Products

HUB Participation

Required.....	0%
Proposed .....	0%
\$ Value.....	NA

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	0
Student Career-awareness Commitment .....	0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

Upon approval by the Board, the purchase will made as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the exception-to-bid requests as set forth in the attachments to the minutes of your Committee’s meeting..

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

\* \* \* \* \*

**(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Change Orders**

Listed below are the contracts recommended for the Board’s approval at this meeting:

**Construction Contracts**

**Playfield Improvments**

Clovernook Playfield

Prime Contractor

Poblocki Paving Corporation  
525 South 116<sup>th</sup> Street  
West Allis, WI

Low Bidder, Base Bid of \$1,388,318.00, plus \$51,872.00 for Mandatory Alternate Bid #1 to remove all concrete stoops and replace them, for a total cost of .....\$1,440,190.00.

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	160
Total # of Minorities .....	58
Total # of Women .....	9

HUB Participation	
Required.....	20%
Submitted.....	22.29%
\$ Value.....	\$309,612.00

COIN Participation	
Required.....	10%

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	400
Student Career-awareness Commitment .....	10

Funds are available for the Playfield Improvements project from account code STS 00 RFI RC ECNC (Project No. 4056). The project’s start date is scheduled for August 30, 2019, and completion date is July 3, 2020.

**Franklin Square Playground**

Prime Contractor

Platt Construction, Inc.  
7407 South 27<sup>th</sup> Street  
Franklin, WI

Low Bidder, Base Bid of Base Bid of \$1,703,196.00, plus \$23,894.00 for Mandatory Alternate Bid #1 to remove chain link fence and replace it with ornamental metal fencing for a total cost of .....\$1,727,090.00

Prime Contractor Informatio	
Certified HUB Vendor? .....	Yes
Total # of Employees .....	53
Total # of Minorities .....	13
Total # of Women .....	11

HUB Participation	
Required.....	20%
Submitted.....	20%
\$ Value.....	\$340,639.20

COIN Participation	
Required.....	10%

Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	600
Student Career-awareness Commitment .....	10

Funds are available for the Playfield Improvements project from account code STS 00 RFI RC ECTS (Project No. 5449). The project’s start date is scheduled for August 30, 2019, and completion date is July 3, 2020.

**Summary — Construction Contracts**

Total construction contract dollars awarded.....	\$3,167,280.00
Total dollars HUB participation .....	\$650,251.20
% of HUB participation.....	21.03%
% Minority employees within company.....	29.85%
% Women employees within company .....	13.72%

**Professional Services Contract**

The Administration requests that the Board approve the following professional services contract.

**RFP #388029 Authorization to Approve a Contract for Supplemental Cleaning Services at All MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide supplemental Cleaning Services for All MPS Sites. The firms selected are:

- ABM Industry Groups, LLC
- Aloysius Janitorial Services, LLC
- CleanPower, LLC

Contracts will be issued on an as-needed basis on pre-approved rate schedule.

Requested Expenditure Authority: Not to exceed \$2,000,000.00/contract year

Contract Period: August 30, 2019-August 29, 2022

Budget Code: BLD 00 BLO DW ECTS

**Report on Change Orders**

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The Administration is reporting to the Board the following change orders in excess of \$50,000.00.

***Athletic Facilities Upgrade — Pulaski Stadium***

Prime Contractor

Rams Contracting, Ltd.  
20079 West Main Street  
Lannon, WI 53046

Total amount of change order.....\$72,082.00

Reason for Change Order: In the scope of work for the athletic-facilities upgrade for Pulaski Stadium, select sections of the track were identified for application of a new rubber surface. Upon further engineering review during construction, it has been determined that resurfacing the entire track is necessary in order to ensure the integrity and longevity of the track surface. This additional work will not jeopardize the completion date.

The change order will be funded from Major Maintenance QSCB Funds, account code FAR 00 MMQ PD ECNC GND8 (Project No. 3424, Work Order Number 211075)

***Playfield Renovation — Columbia Playfield***

Prime Contractor

Platt Construction, Inc.  
7407 South 27<sup>th</sup> Street  
Franklin, WI 53132

Total amount of change order.....\$109,741.63

Reason for Change Order: As part of the contract with Platt Construction, Inc., for the playfield-renovation project at Columbia Playfield, testing of the soil was required. The test results indicated the presence of hazardous materials. Remediation measures required by the Wisconsin DNR were implemented, which resulted in the need to authorize this change order to remove contaminated soil from the site and to provide additional new soil in its place.

The change order will be funded from Extension General Funds, account code STS 00 RFI CB ECNC (Project No. 4000, Work Order Number 351816)

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule 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 Contracts Requested.....\$3,167,280.00
- Total Professional Services Contracts Requested —  
\$2,000,000.00/contract year, for a total over a three-year  
term of.....\$6,000,000.00
- Total Amount of Change Orders.....\$181,823.63

**Implementation and Assessment Plan**

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Upon the Board’s approval, the construction contracts and professional services contracts, as attached to the minutes of your Committee’s meeting, and change orders shall be executed.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the construction contracts and professional services contracts, as attached to the minutes of your Committee's meeting, and change orders.

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

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### **(Item 9) Report with Possible Action Regarding Optimizing FY21 Student Transportation**

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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Milwaukee Public Schools annually provides transportation services to approximately 54,000 district, suburban, and private-school students who live in the city of Milwaukee or who participate in specialty programs such as Chapter 220, Homeless Education, or Foster Placement Network Programs in surrounding municipalities. The District also provides services for a variety of district-sponsored programs such as Head Start, GED, interscholastic athletics, the Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics.

Chapter 121.54 of the Wisconsin Statutes spells out the provisions under which the school board of each district shall provide for the transportation of pupils, including establishment, administration, and scheduling of school bus routes. MPS Administrative Policy 4.04 further states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students.

The Administration is exploring possible transportation modifications for FY21 that will optimize a Regional Transportation System that supports bus use to maximize efficiency. The Administration has put together for consideration a transportation-restructure alternative that includes several limited-service-reductions scenarios to support its implementation. These scenarios, which vary in scope, range from adjusting service types and models while maintaining existing transportation eligibility to considering rethinking administrative policy to mitigate high-distance, low-utilization transportation:

Currently the District uses a two-tier model in which the tiers are the pick-up and drop-off periods. This model costs approximately \$58,000,000, uses 1,000 buses serving 2,000 routes, and requires approximately 1,500 drivers. The average route is 17 miles and takes about an hour to complete.

One model currently under exploration is a three-tiered model. Such a model is projected to save \$2-4 million in the short term and up to \$6-10 million in the long term. It would require only 700-900 buses and 1,100 drivers by adding 200 routes. This would shorten the routes to 10.92 miles and about 38 minutes.

Beyond possible cost savings, other considerations must be made such as the needs of athletic teams, the logistics of field trips, the needs of homeless and special education students, inflationary costs, and the possible need to adjust school times. Next steps and ongoing work include:

1. Pupil Transportation Service's long-term restructure plan to consider moving towards a three-tier school bell schedule
2. reevaluation of the neighborhood and citywide specialty school transportation status and revision of select schools' transportation policies after identified
3. combination of transportation for K-12 or 6-12 school sites
4. revision of transportation region for traditional middle schools to a seven-mile zone
5. revision of the service type to county bus for any transportation-eligible high-school student over seven miles from his/her enrolled school
6. revision of all district neighborhood specialty schools' transportation regions to mirror a Montessori's region at five-mile zone.

A fuller discussion of this subject has been provided in the attachments to the minutes of your Committee's meeting.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.04, Student Transportation Services

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**(Item 10) Report with Possible Action on Limited-Term Employees January-June 2019**

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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In accordance with Administrative Policy 6.37, the Administration, on a semi-annual basis in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January-June 2019 is attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.37, Limited-term Employment Positions

**Fiscal Impact Statement**

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This item does not authorize expenditures.

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**(Item 11) Report with Possible Action on a Local Purchasing Program**

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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In January 2019, the Milwaukee Board of School Directors adopted Resolution 1819R-011 to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

The presentation attached to the minutes of your Committee's meeting details the output of this work to date, providing an analysis and summary of the application of local bid and proposal incentives by reviewing contract awards over a three-year period utilizing a competitive procurement process.

The purpose of a local purchasing program is to increase local business participation in the award of competitive procurements in order to address job creation and circulation of money in the local economy and to alleviate unemployment.

A "what-if" analysis was conducted of requests for proposal, whereby an incentive of 5% additional points would be awarded for local business enterprises and a 10% additional point incentive would be given for local business enterprises that are historically underutilized businesses (HUBs). The analysis showed that local business enterprises would have resulted in 23 firms receiving the 5% additional points; however, there would be no change to the award outcome. Local and HUB enterprises would have resulted in five firms receiving the 10% additional points, while only one would have resulted in a different award outcome.

A similar analysis was conducted of MPS bids, whereby a 5% bid incentive, capped at \$25,000, would be given to local businesses. A 10% bid incentive, capped at \$30,000, would be given to HUBs. The analysis showed that a result of one local business receiving the 5% incentive and one HUB receiving the 10% incentive would not change the award's outcome.

The City of Madison had similar results, showing little change in award outcomes when a local business incentive is offered. Additionally, state law prohibits local requirements on public-works projects, and federally-funded projects are also exempt.

The analysis found that a successful program would require consistent participation of local bidders whose capacity may be a limitation. The fiscal impact would be minimal. The Office of Accountability and Efficiency will continue to monitor best practices in this regard.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

No Fiscal Impact

\* \* \* \* \*

**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 the Reaffirmation of Certain Administrative Policies**

**Background**

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation, requires that each fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The following policies have been reviewed by the Administration, the Office of Accountability and Efficiency, and the Office of Board Governance:

- Adm. Pol. 2.09, Loaned Executives
- Adm. Pol. 2.13, Relations with Other Schools and School Districts
- Adm. Pol. 4.02, Buildings and Grounds
- Adm. Pol. 5.03, Wireless Communication Facilities
- Adm. Pol. 7.42, Inter-Library Loan

After careful review, it has been determined that these policies continue to be relevant to the present mission of the District and that they may be reaffirmed.

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

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation

**Fiscal Impact Statement**

No fiscal impact.

**Implementation and Assessment Plan**

Upon action by the Board, the Office of Board Governance will make and publish any modifications to these policies, including the date of reaffirmation.

### **Committee's Recommendation**

Your Committee recommends the reaffirmation of Administrative Policies 2.09, 2.13, 4.02, 5.03, and 7.42, as presented in the attachments to the minutes of your Committee's meeting.

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

\* \* \* \* \*

### **(Item 2) Action on a Request to Make Technical Amendments to Administrative Policy 2.07, Temporary Administrative Arrangements**

#### **Background**

In order to align the current organizational structure and corresponding titles to administrative policy, technical amendments are necessary. The proposed technical amendments are non-substantive and reflect current job titles. The excerpted sections that show the proposed changes is as follows:

- (1) In the absence of the superintendent, the duties and powers of the office shall be performed and exercised first by the deputy superintendents, followed by a designated ~~department director chief~~.
- (2) The Board president shall be advised if the superintendent and the deputy superintendents plan to be absent from duty at the same time.
- (3) In the event of the death of the superintendent while in the service of the Board, ~~the~~ a deputy superintendent or ~~director in-charge~~ chief shall have the title of acting superintendent until a successor is elected by the Board and takes office.

The proposed technical amendments are also indicated in the attachments to the minutes of your Committee's meeting.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 2.07, Temporary Administrative Arrangements

#### **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 the technical amendments.

### **Committee's Recommendation**

Your Committee recommends that the Board approve the technical amendments to Administrative Policy 2.07, Temporary Administrative Assignments.

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

\* \* \* \* \*



**(Item 3) Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program**

**Background**

In order to align current practice to Administrative Policy 7.32, Comprehensive School Counseling Program, a technical amendment is necessary. To accomplish this alignment, the position of manager should replace the position of curriculum specialist in paragraph (1)(b).

The proposed technical amendment is also indicated in the attachments to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 7.32, Comprehensive School Counseling Program

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval of the Board, the Office of Board Governance will make the technical amendment to Administrative Policy 7.32, Comprehensive School Counseling Program.

**Committee's Recommendation**

Your Committee is reporting this item to the Board without recommendation.

Director Báez moved approval of the technical amendment to Administrative Policy 7.32, as indicated in the amended attachments provided under separate cover. 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 4) Action on a Request to Revise Administrative Policy 1.05, Recognition for Accomplishment**

**Background**

In December 2018, the Board adopted Resolution 1819R-006 by former Director Voss regarding staff recognition.

The Board's action directed that Administrative Policy 1.05, Recognition for Accomplishment, be amended to include an annual report to the Board's regular meeting as part of the Awards and Commendations section. The purpose of the report is to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service.

The proposed revisions to the policy are as follows:

Administrative Policy 1.05  
Recognition for Accomplishment

- (1) Staff Recognition
  - (a) The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members. Special recognition shall be extended for length of

service, outstanding attendance, and performance contributions in keeping with the following policies:

(b) It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the ~~Department Office~~ of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the District at the following intervals in their careers in the following manner:

- 3 years ..... Letter of commendation from the superintendent
- 5 years ..... Letter of commendation from the superintendent
- 10 years ..... Letter of commendation from the superintendent
- 15 years ..... Letter of commendation from the superintendent
- 20 years ..... Letter of commendation from the superintendent
- 25 years ..... An engraved lapel pin as determined by the superintendent
- Retirement ..... An engraved plaque for those staff members retiring after 15 years of service with the District.

(c) Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file.

(d) The special performance contributions of staff members shall be recognized annually in accordance with ~~plans developed by the superintendent and approved by the Board~~ the Awards and Commendations section of the agenda for the Board's regular meeting.

(2) Community Personage and Group Recognition

The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of individuals and groups in the community.

(3) Flag Displays

To honor various persons, the following statements shall serve as guidelines for flying the United States flag at half-staff at the facilities of the Milwaukee Public Schools:

(a) United States flags on buildings under the jurisdiction of the Board shall be lowered to half-staff following appropriate proclamations issued by the President of the United States, the Governor of Wisconsin, the Mayor of Milwaukee, and the County Executive.

(b) United States flags on buildings under the jurisdiction of the Board shall be lowered to half-staff on all regular working days from the date of death to the date of interment of a Board member or superintendent.

(c) The United States flag shall be lowered to half-staff on all regular working days from the date of death to the date of interment of a staff member or student at the building to which the individual was currently assigned.

(d) Principals shall have the prerogative of ordering the building flag flown at half-staff on regular working days following the death of a person closely associated with the school (a member of the school's wall of fame, for example).

In accordance with the Board's action, the Administration will work with the Office of Board Governance to develop a companion procedure further outlining implementation.

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

Administrative Policy 1.05, Recognition for Accomplishment

**Fiscal Impact Statement**

This item does not authorize expenditures. The FY20 proposed budget will include funds to fully implement the Board's action relative to employee recognition.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will begin the employee-recognition plan and corresponding reporting.

**Committee's Recommendation**

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 1.05, Recognition for Accomplishment.

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

\* \* \* \* \*

**(Item 5) Consideration of a Request by the Wausau Board of Education to Support a Resolution Recommending Legislation Requiring School Districts to Retire Native American Mascots**

**Background**

Tricia Zunker, President of the Wausau Board of Education, has notified the President of the Milwaukee Board of School Directors that, on a 9-0 vote, the Wausau Board of Education has authorized the submission to the Wisconsin Association of School Boards (WASB) of the attached resolution recommending legislation to require that school Districts retire Native American mascots. Ms. Zunker has requested that Milwaukee Board of School Directors, along with other Wisconsin school boards, either co-sponsor or support the resolution before the WASB's Policy and Resolutions Committee. Resolutions adopted by WASB's annual Delegate Assembly in January set the policy direction for the WASB and its lobbying efforts.

The deadline for submission is mid-September 15, 2019. Board Rule 1.10(1), however, requires that all resolutions be "...referred without action to the appropriate committee for consideration and report to the Board." Under this rule, co-sponsorship of this resolution would require that it be submitted to the Board for referral at its regular monthly meeting on August 29. As a result, the Committee on Legislation, Rules and Policies would not be able to give hearing and take action on the resolution until sometime in early to mid-September and then would have to report its action to the Board for final approval at the Board's regular meeting on September 26. This, of course, would not meet WASB's September 15 deadline.

In light of this, if it is in support of the resolution, the Committee on Legislation, Rules and Policies may wish to recommend to the Board that, rather than formally co-sponsoring the resolution, it develop a statement of support for the resolution, to be signed by the Board's president on behalf of the Board, and that the Board authorize its delegates to present this statement to WASB's Policy and Resolutions Committee in September.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

None.

**Committee's Recommendation**

Your Committee recommends that the Board support the school District of Wausau in its effort to lobby the WASB to support statewide legislation to require school districts to retire Native American mascots and that the Administration bring to the Board revisions to appropriate policies that codify a prohibition on the use of Native American mascots within MPS.

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

\* \* \* \* \*

**(Item 6) Action on Resolution 1819R-001 by Director Woodward Regarding Board Districts**

**Background**

At the Board's annual organization meeting on April 24, 2018, Resolution 1819R-001 by Director Woodward, regarding the Board's Districts, was introduced and referred to the Committee on Legislation, Rules and Policies (LRP). The Resolved portion of the resolution reads as follows:

RESOLVED, That all members of the Milwaukee Board of School Directors shall follow the Code of Ethics and be respectful of those who have been elected to represent their respective Districts on the Board; and be it

FURTHER RESOLVED, That, when a member of the Board is made aware of an issue that has arisen in another member's District, rather than attempting to address that issue him- or herself, the member shall make the director of the District in question aware of the issue; and be it

FURTHER RESOLVED, That being respectful of each other's responsibilities shall not preclude one board member from being able to offer advice or assistance, if appropriate, to another board member in resolving any issue.

The Committee considered the resolution on May 15, 2018, and recommended its approval; however, on May 31, 2018, the Board sent the resolution back to Committee.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement  
Goal 3, Effective and Efficient Operations

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

Board Rule 3.01, Code of Ethics — Board of School Directors

**Fiscal Impact Statement**

This item has no fiscal impact.

**Committee's Recommendation**

Your Committee recommends that the resolution not be adopted.

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

\* \* \* \* \*

**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 a Draft Equity Guidebook**

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 August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an equity policy. The Resolved portion of the resolution reads:

RESOLVED, That the Board direct the Administration to develop and bring back to the Board for its approval by May 2017 an administrative policy addressing equity in education in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this new educational equity policy is to incorporate, but not necessarily be limited to, the following components:

- the use of data, disaggregated by race, ethnicity, language, special educational needs, gender, sexual orientation, socioeconomic background, and mobility rates (when available), to inform all decision making within the District;
- the creation and nurturing of an inclusive and welcoming environment for all students, families, and staff;
- the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support services, to include any necessary differentiation of resource allocations;
- the recruitment, hiring, and retention of high-quality personnel who reflect student demographics at all levels of the District;
- the assignment of personnel at all levels of the District to support and to promote culturally responsive practices and delivery of services;
- the identification of culturally biased instructional materials, assessments, and pedagogies that result in achievement disparities;
- the incorporation into decision making of the voices and perspectives of students, families, and communities that reflect student demographics; and
- the assurance that the District’s Strategic Plan embraces the principle of equity as a key feature of the District’s mission and goals and defines measureable outcomes in achieving the goal of ensuring that students are prepared for college and careers; and be

FURTHER RESOLVED, That, in developing this educational equity policy, the Administration seek the input of a broad spectrum of stakeholders, including — but not necessarily limited to — school leadership, community-based and faith-based organizations, special needs advocates, student-advocacy groups, parent groups, minority rights advocates, LTGB rights organizations, and legal experts in the area of equity.

As follow up to the Board's action, Administrative Policy and Procedure 1.06, Equity in MPS, were adopted by the Board on August 31, 2017. The Administration has worked with numerous stakeholders to provide a guidebook to accompany Administrative Policy & Procedure 1.06, Equity in MPS.

The draft guidebook is attached to the minutes of your Committee’s meeting. It was a collaborative effort that included stakeholders across all MPS offices and departments. This collective guidance, which is intended to create more-equitable support for traditionally marginalized students, families, and communities, is meant to be adaptable in nature to accommodate issues of equity.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

None

\* \* \* \* \*

**(Item 2) Report with Possible Action on Student Restraint and Seclusion**

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 2012, the State of Wisconsin passed Wisconsin Act 125, which provided directives on the use of seclusion and restraint with students in public schools. Act 125 has several key components, including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint; and
- training in the use of seclusion and physical restraint.

Act 125 also established additional requirements for the use of seclusion and restraint on students with disabilities.

To ensure compliance with Act 125, the Administration has taken the following steps:

- Training has been provided to staff across the District in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,000 staff members have been trained over the past five years.
- For the last five years, all principals, school leaders, and special education supervisors received in-services on the requirements of Act 125.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

During the 2018-2019 school year, the Administration directed schools to submit restraint-and-seclusion data in accordance with Act 125. A total of 650 students, including 404 with disabilities, were involved in 1,021 incidents of restraint/seclusion during the 2018-2019 school year. In 2017-18, 2,036 students were restrained and/or secluded, which translated in reduction of 1,015 students that had to be restrained or secluded during the 2018-19 school year. Additional information is provided in the table below:

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
ALBA	2	2	2
Alcott School	1	1	0
Allen-Field School	16	10	7
Alliance School	9	8	7
Assata HS	3	2	0
Audubon HS	2	2	2
Audubon Tech & Comm Ctr MS	9	4	2
Auer Avenue School	7	6	3
Banner Prep School of Milw	7	4	1
Barbee Montessori School	3	3	2
Barton School	1	1	1
Bay View HS	2	2	2
Bethune Academy	16	13	3
Bradley Technology and Trade	14	12	7
Brown Street School	5	4	3
Browning School	2	2	2
Bruce School	5	3	2
Bryant School	3	3	3
Burbank School	23	13	6
Burdick School	13	5	3
Carmen Northwest Campus	2	2	2
Carson Academy	4	4	2
Carver Academy	4	4	1
Cass Street School	42	29	17
Clarke Street School	4	4	3
Clemens School	2	2	2
Congress School	8	6	3
Cooper School	3	1	1
Craig Montessori School	7	5	3

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
Curtin Leadership Academy	56	9	5
Doerfler School	14	12	4
Douglas School	1	1	1
Eighty-First Street School	34	12	6
Elm Creative Arts School	2	2	1
Emerson School	2	1	0
Fairview School	17	6	6
Fernwood Montessori School	2	1	1
Fifty-Third Street School	13	10	6
Forest Home Avenue School	35	11	5
Franklin School	2	2	2
Fratney School	11	7	4
Gaenslen School	3	3	0
Garland School	6	2	1
Goodrich School	4	4	2
Grandview HS	1	1	1
Grantosa Drive School	3	3	1
Greenfield School	9	7	6
Gropi HS	1	1	0
Hamilton HS	6	6	2
Hartford University School	4	2	2
Hawley Environmental School	16	12	4
Hi-Mount School	11	7	4
Holmes School	4	4	4
Hopkins-Lloyd School	3	3	2
Humboldt Park School	21	4	4
I.D.E.A.L	3	3	2
Kagel School	2	2	2
Keefe Avenue School	4	4	4
Kilbourn School	2	2	1
King ES	4	3	1
King IB HS	4	4	3
King IB MS	7	6	6
Kluge School	1	1	1
La Causa Charter School	5	4	4
Lafollette School	9	7	5
Lancaster School	3	3	3
Lincoln Avenue School	14	10	8
Lincoln Center of the Arts	10	10	6
Longfellow School	9	5	3
Lowell School	3	1	1
Macdowell Montessori School	27	12	10
Madison Academic HS	8	7	5
Manitoba School	15	7	3
Marshall HS	10	6	5
Maryland Av Montessori	2	2	2
Meir School	22	8	4
Metcalfe School	6	5	3
Milw Acad of Chinese Lang	2	2	1
Milw Environmental Sciences	4	3	0
Milw French Imm School	2	2	0
Milw German Imm School	4	2	1
Milw HS - Arts	3	3	1
Milw Parkside School	43	8	8
Milw School of Languages	12	6	5

School	Total # of Restraints & Seclusions	Total # of Students Restrained or Secluded	Total # of IEP Students Restrained or Secluded
Milw Sign Language School	1	1	0
Milw Spanish Imm School	6	4	2
Mitchell School	13	11	10
Morgandale School	4	4	1
Morse MS	13	12	10
Neeskara School	14	7	5
Ninety-Fifth Street School	11	5	3
North HS	12	12	8
Nova HS	13	10	8
Obama Scte	4	4	2
Parkview School	1	1	1
Pratt School	1	1	0
Pulaski HS	8	6	3
Reagan HS	7	6	4
River Trail School	3	3	1
Riverside University HS	12	12	10
Riverwest School	18	9	8
Rogers Street Academy	4	4	2
Roosevelt MS	5	3	3
Sherman School	3	3	1
Siefert School	1	1	0
South Division HS	34	31	16
Starms Discovery School	4	4	3
Story School	5	4	2
Stuart School	2	2	0
Thoreau School	3	3	2
Thurston Woods School	4	4	3
Transition HS	1	1	0
Victory School	1	1	0
Vieau School	8	3	3
Vincent HS	9	9	4
Webster Secondary School	6	6	1
Wedgewood Park School	6	6	5
Whitman School	2	1	1
WHS of Information Technology	7	6	3
Wis Conservatory Lifelong Lrng	9	9	5
Zablocki School	26	13	10
Grand Total	1,021	650	404

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 8.28, Student Discipline

**Fiscal Impact Statement**

No fiscal Impact.

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**(Item 3) Report with Possible Action Regarding the Milwaukee Education Partnership**

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**

The Milwaukee Education Partnership (MEP) — formerly the Milwaukee Partnership Academy (MPA) — is a PK-16 council consisting of education, labor, business, government, university, foundation, and parent and community groups. The mission of the MEP is to improve academic achievement and college access and to provide teacher professional development. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the MEP.

The MEP has many ongoing initiatives, including work in literacy, small-schools math literacy, GEAR UP, reducing the achievement gap among students of color, workforce development, and college access through collaboration.

Projects over the last six years include attaining 501(c)3 status, the Historically Black Colleges and Universities Initiative, the Campaign for Grade-Level Reading, the MPS/UW-Milwaukee Basketball Fellowship Open, Project METRO, the Layola SOE Experience, and the Fresh Coast Classic College Fair.

Ongoing projects include the Carver Elementary STEM Initiative and the Leading Men Fellows Initiative.

The MEP has received grants from the Potawatomi Foundation, the Costigan Family Foundation, the Helfaer Foundation, the Department of Workforce Development/Department of Public Instruction, and the Greater Milwaukee Funders Collaborative.

Milwaukee Education Partnership's Executive Director, Gerard Randall, will provide an overview of the work and recent accomplishments of the MEP — particularly to highlight those efforts which seek to improve the academic achievement of Milwaukee Public Schools students as well as efforts to improve their access to institutions of higher education. Further, the MEP will provide examples of its sponsored programs that improve the quality of teaching among MPS faculty. The overview is attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 9.04 - Community Involvement in Decision Making

**Fiscal Impact Statement**

N/A

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**COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

Director Báez 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) Action on a Request to Approve MPS Head Start Class-size Waiver for 2019-20 School Year**

**Background**

The Milwaukee Public Schools Head Start Program is seeking approval to repurpose seats into schools located in the north and south sides of the city for 2019-2020 school year. MPS is projected to serve 1,580 students in 33 federal and two state sites at which three-year-old, half-, and full-day programming is provided. Additionally, four-year-old full-day programming is also offered in these sites.

For the 2019-2020 school year, ALBA and Kagel have chosen to provide different programming for students, thus providing the Head Start Program 60 seats to repurpose within the existing Head Start sites. The same quality services and seat allocation will continue to be provided for Head Start students in the upcoming school year. In order to maintain these services and seat allocations, the Administration is requesting approval to submit the attached Class Size Waiver narrative, which seeks a waiver from the Head Start Performance Standards' requirement of a class size of 17 in a center-based option, 1302.21(b)(3).

Equitable access to educational opportunities is a guiding principle of MPS. The requested waiver, based on the Community Assessment, is to increase the number of seats in each of our bilingual and monolingual classrooms to 20 students, which will allow families to keep siblings together. The available seats will be repurposed into full-day three-year-old programming at the following schools: Kagel, ALBA, Longfellow, and Hayes located on the South side of the city in which bilingual programming is an option, and at Bethune, Kluge, Bruce, and Franklin on the North side that historically has maintained a waitlist.

MPS is committed to a standard of care for all children and by providing additional seats, specifically in areas with waitlists for full-day programming, demonstrates the District's responsiveness to the community's needs.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

Does not authorize expenditures.

**Committee's Recommendation**

Your Committee recommends that the Board approve the submission of the 2019-2020 Head Start Class Size Waiver as found in the attachments to the minutes of your Committee's meeting.

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

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**(Item 2) Update with Possible Action on Resolution 1920R-004 Regarding a Vision and Plan for Investing in Our Children's Future**

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 its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004, regarding a vision and plan for the schools our students deserve, to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

- RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders including student, parent, civic, community, religious, and labor (including all MPS unions) organizations in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it
- FURTHER RESOLVED, That after stakeholder input is received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it
- FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and gather their feedback regarding what it would take to ensure all MPS students get the schools they deserve. The stakeholders are to include students, parents, guardians; organizations including civic, community, religious; and all MPS unions.

The Administration recognizes the important role of two entities with which it has contracted in order to assist with this process: The Donovan Group, LLC, will provide assistance with community engagement in anticipation of a possible referendum. Robert W. Baird & Co. will build and analyze the District's current budget forecast, assist the Administration in identifying potential revenue and expenditure reductions/enhancements, and conduct a referendum analysis.

At this time, the Administration's plan is based on a multi-faceted approach that includes in-person and face-to-face facilitated sessions at locations throughout the city; online/social media outreach. including a dedicated email address for those unable to attend sessions; inclusion on School Engagement Council agendas; meetings of school leaders; meetings of Parent Coordinators; meetings of the District Advisory Council (DAC); meetings of the District Multicultural Multilingual Advisory Council (DMMAC), etc., and collaboration with our partners such as M<sup>3</sup>, Arts@Large, WYMS Radio 88.9, etc. in order to reach a wider audience. Ideally, the feedback process would take place during September 2019.

In preparation for these sessions and opportunities to gather stakeholders' feedback, the Administration will consult national education standards and resources from local and national districts and organizations to inform our efforts in this process. This will allow us to prepare a preliminary list with fiscal impacts aligned to the vision of what Milwaukee Public School students deserve as a catalyst for gathering feedback from our stakeholders through this process.

These varied approaches to gather feedback from stakeholders will be consistent in design and implementation so as to provide a fair and equitable opportunity to engage as many individuals as possible to participate.

As suggested in the resolution, feedback from the engagement process will be synthesized and a cost analysis will be completed. This information will inform development of the robust outline of a vision of what it would take to ensure that all MPS students get the schools they deserve. Upon completion of this information, it will be shared with the Board for its consideration.

### **Strategic Plan Compatibility Statement**

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

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

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

Director Peterson moved support of the Administration's efforts in regard to this item, with reference to any referendum to be removed. 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.

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**(Item 3) Report with Possible Action on Resolution 1819R-016 Regarding a Plan for Commemorative Observances**

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 its meeting on January 24, 2019, the Board referred Resolution 1819R-016 regarding commemorative observances to the Committee on Student Achievement and School Innovation (SASI). The Resolved portion of the resolution reads:

RESOLVED, That the Board hereby directs the Administration to research the origins and intent of each of the national commemorative months listed above; and be it

FURTHER RESOLVED, That Administration is to work with representative organizations of the respective nationalities or ethnicities to develop a plan to celebrate appropriately each of these commemorative months by bringing to our students, staff, and community an awareness of the contributions made to this country by the respective peoples to be celebrated; and be it

FURTHER RESOLVED, That the Administration is directed to bring this plan to the Board for its approval no later than 90 days after the adoption of this resolution.

At its meeting on February 28, 2019, the Board adopted Resolution 1819R-016 and directed the Administration to develop a plan to celebrate the rich diversity in our District.

Since the Board's action, the Administration has been working to develop the plan and had the opportunity to share it with the resolution's author. It was determined to be in alignment with the resolution and the Board's action.

The plan includes a number of avenues to communicate with school communities the dates and resources available in order to celebrate the diverse ethnicities and races within our District. These include sharing via mConnect, Thursday Updates, parent coordinators, and the social studies listservs. In addition, the Office of School Administration will develop a yearly compilation of what schools have planned and have carried out relative to celebrating the District's rich diversity. This plan will allow the District to amplify and elevate information that already exists in order to further build upon resources.

The Administration will continue and expand current efforts in alignment with the Board's action, commencing with the 2019-20 school year.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

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

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

\* \* \* \* \*

**(Item 4) Report with Possible Action on Spring 2019 Assessment Data**

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**

This presentation is aligned to the Board's action in February 2018 to review the District's assessment data regularly throughout the school year. This report will review the student performance results on STAR and the Phonological Awareness Literacy Screening (PALS) from spring 2019.

- STAR is the District's universal screener that is used to assess students' performance and growth in early literacy, reading, and math. STAR data are used to help predict performance on the Wisconsin Student Assessment System's exams. All students in K5 through grade 10 take the STAR screener.

- The Phonological Awareness Literacy Screening (PALS) is the foundational reading assessment chosen by MPS to meet the requirement of Wisconsin Statutes, section 118.016 (1)(a). PALS is administered to all K4 through grade 2 students in the District. Immersion schools may use an approved screener in the language of instruction. A comparison of spring-to-spring data is included in the attachments to this item, which compares the results from 2015 through 2019 and the results of English and Spanish speakers.
- Both assessments are given in English and Spanish.

The District’s 2018-19 goal for STAR was to have an increase of “on-target” percentage by 5% from spring to spring and a decrease in “below basic” by 10% points from spring to spring. The number of schools meeting those goals is as follows:

	Increased “On Target” by 5% Points or More	Decreased “Below Basic” by 10% Points or More
Early Literacy	30	16
Reading	18	7
Math	17	9

These data have been integral to school-improvement planning. District professional development for teachers will be available as part of the Ambitious Instruction Plan training.

The full presentation of data is included in the attachments to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.38, Balanced Assessment Systems

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**REGULAR ITEMS OF BUSINESS**

**(Item 1) Monthly Report of the President of the Milwaukee Board of School Directors**

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the months of June, July, and August 2019 included the following:

**Academic Achievement**

- In June, attended a meeting regarding community schools
- On July 29, addressed the principals’ opening school meeting
- On July 30, was interviewed by WTMJ about a possible referendum
- On August 2, addressed the early-start schools’ New Teacher Institute
- On August 20, addressed the New Teacher Institute for traditional-start schools
- On August 8, met the new principals in District 5
- Was sworn in at City Hall for the Common Council’s Black Male Achievement Committee
- On August 29, attended a meeting of the Milwaukee Succeed’s Steering Committee
- Met with Denae Davis, Executive Director of Milwaukee Succeeds

- Met with representatives of Governor Ever’s office

**Student, Family, and Community Engagement**

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- In June, attended a meeting of a committee of the Library Board
- In June, met with Ashanti Hamilton, President of the Milwaukee Common Council
- Met with Ms. Brookshire, County Equity Specialist
- In July, met with Mayor Barrett
- On July 22, attended a rally at Red Arrow Park in support of Puerto Rican democracy
- Celebrated the 50<sup>th</sup> anniversary of the Ko Thi Dance Company
- On August 17, participated in the dedication of the revamped Columbia Playfield
- Met with the League of Women Voters

**Effective and Efficient Operations**

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- Met weekly with Dr. Posley

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**COMMUNICATIONS AND PETITIONS**

**(Item 1) Referral of Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students**

**Background**

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On August 27, 2019, a communication proposing a new administrative policy and procedure to "...require Milwaukee Public Schools ('MPS') to deliver music education to all students across the District" was delivered to the Office of Board Governance. The communication is attached to the minutes of this meeting.

In accordance with Board Rule 1.10, the Board Clerk/Chief Officer, Office of Board Governance, is forwarding this communication to the Board for referral to the appropriate committee of the Board for public hearing and consideration.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 1.10, Communications, Petitions, Resolutions for Referral

**Fiscal Impact Statement**

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Referral of this communication entails no fiscal impact to the District.

**Implementation and Assessment Plan**

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Once the Board has referred this communication to committee, the Office of Board Governance will work with the committee's chair and the Office of the Superintendent to place this on the committee's agenda.

The Office of Board Governance will notify the author of the communication when the communication has been scheduled for hearing.

*This communication was referred to the Superintendent.*

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**(Item 2) Referral of Communication 1920C-002 Requesting a Hearing Regarding Army Recruitment and MPS Students**

**Background**

On August 27, 2019, the Office of Board Governance received a communication requesting a public hearing regarding, among other items, "the most numerous educational benefits, programs and opportunities the Army affords, and the various ways [the Army is] able to help support the MPS." A copy of the communication is attached to the minutes of this meeting.

In accordance with Board Rule 1.10, the Board Clerk/Chief Officer, Office of Board Governance, is forwarding this communication to the Board for referral to the appropriate committee of the Board for public hearing and consideration.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

**Fiscal Impact Statement**

Referral of this communication entails no fiscal impact to the District.

**Implementation and Assessment Plan**

Once the Board has referred this communication to committee, the Office of Board Governance will work with the committee's chair and the Office of the Superintendent to place this on the committee's agenda.

The Office of Board Governance will notify the author of the communication when the communication has been scheduled for hearing.

*This communication was referred to the Superintendent.*

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**ITEMS DEFERRED**

Having been previously deferred, consideration was given to the Report of the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved.

Director Báez moved to retire to executive session, pursuant to Wisconsin Statute 19.85(1)(g), in order to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None — 1.

The Board retired to Executive Session at 7:44 PM.

The Board adjourned from Executive Session at 8:51 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk