

# OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN NOVEMBER 30, 2017

Special meeting of the Board of School Directors called to order by President Sain at 5:34 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.  
Absent and Excused — Director Bonds — 1.

The Board Clerk read the following call of the meeting:

November 22, 2017

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held from 5:30 p.m. to 6:30 p.m. on Thursday, November 30, 2017, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider the following item of business:

1. Report with Possible Action Regarding the Substitute Teacher Taskforce.

JACQUELINE M. MANN,  
Ph.D. Board Clerk

## **Background**

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In September 2017, the Board took action regarding developing a Substitute Teacher Taskforce. The Taskforce was to include two representatives from the Administration, two representatives from the MTEA, a member of the Milwaukee Board of School Directors, a representative of the Office of Accountability and Efficiency, and two parent/community representatives. The Taskforce was assembled and met several times to discuss and construct options regarding the following topics as outlined in the Board's action:

1. providing substitute teachers to the classroom;
2. reviewing hard-to-fill positions; and
3. possible options for providing healthcare to substitute teachers.

The Taskforce consists of seven members:

- Director Paula Phillips, Chair
- Ronald Cox
- Christopher Hauser
- Michael Trueblood
- John Thielmann
- Alex Brower
- Peter Blewett
- Winifred Henry

The report of the Substitute Teacher Taskforce follows.

## **Report on the Substitute Teacher Taskforce**

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### *Background*

The purpose of this report is to provide follow-up on the September 2017 board action that resulted in the adoption of Vice President Miller's motion to:

1. sunset the contract with Goodwill for substitute teachers, effective December 31, 2017, and
2. establish a taskforce to discuss and construct options to bring to the Board on the issues of:
  - a. providing substitute teachers to the classroom, and
  - b. possible options for providing healthcare to a group of substitute teachers.

The taskforce was to meet at least three times before the November meeting of the Board's Committee on Accountability, Finance, and Personnel, at which it was to present possible options for possible action. The Taskforce met on October 26, November 2, and November 7, 2017.

#### *Problem of Practice*

The number of vacancies exceeds the number of filled positions.

Fiscal Year	Absences	Need Sub	Filled	Unfilled	Sub Not Needed	% filled	% Unfilled
2015-2016	70,496	69,447	58,232	11,215	1,499	83.85	16.15
2016-2017	76,743	75,426	62,584	12,842	1,317	82.97	17.03

Currently, MPS has 696 substitute-teachers.

#### *Compensation*

Total payroll:

- 2015-2016 ..... \$7,054,034
- 2016-2017 ..... \$9,288,934

Current pay rates:

- \$160.56 per day (\$20.07/hr.)
- \$182.93 per day (\$22.87/hr.) for substitutes in the same assignments for more than 20 days
- \$203.34 per day (\$25.42/hr.) for special assignments, designated by the district in hard-to-fill areas

#### *Collective Recommendations of the Taskforce*

- Create a classroom instructional workforce pool;
- Fill teacher absences in hard-to-fill positions; and
- Create a teacher pipeline from the members of the workforce.
- Criteria:
  1. Create a classroom instructional workforce pool consisting of 50 employees.
  2. The workforce will be centrally assigned and placed in positions on a regular basis by the Regional Superintendents or designee.
  3. Employees in this pool must work at any assigned schools for the 175 student-contact days.
  4. Employees of the classroom instructional workforce pool must participate in a teacher-pipeline program and will be allowed to be employed in the pool for a maximum of three years.

#### *Additional Committee Recommendations*

1. Provide professional development for substitutes and determine the partners in this work, e.g., MPS, schools, MTEA.
2. Provide better onboarding for substitutes (orientation for substitute teachers has been offered three times).
3. Create a multi-year substitute to teacher-cohort program.
4. Provide substitute cohorts for regions.
5. Provide training for special education, STEM, bilingual, and other specialty substitutes.
6. Research data to determine critical times when substitutes are needed the most.
7. Research high-need categories of substitutes.

#### *Benefits (only for the 50 classroom instructional workforce pool)*

1. Health
2. Dental
3. Vision
4. Pension (WRS)
5. Voluntary 403B/457 plan participation

6. Four days of miscellaneous leave

*Potential Applicants*

1. Para-professionals with bachelor's degrees (incentive: pay increase. Current pay rate \$16.25-\$19.50)
2. Substitute teachers (incentive: benefits)

*Support*

Explore options to provide Praxis boot camp and requirement to be a licensed teacher in two years.

*The Substitute Hiring Process*

1. Positions are posted similarly to all other positions within MPS as vacancies occur.
2. Candidate packets are submitted.
3. Candidates who meet basic criteria are selected for interviews.
4. Candidates who are selected after the interview process are processed for employment, including criminal background checks and drug screening.
5. Candidates who pass this phase are offered positions and hired.
6. Candidates who accept the positions have their information entered into PeopleSoft. Talent Management staff then contact the individuals via letters to provide new hires their AESOP IDs and pin numbers.

*Cost of providing Benefits*

Depends on benefit-election of the employees of the classroom instructional workforce pool (estimated one million dollars).

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The Board adjourned at 6:18 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN NOVEMBER 30, 2017

Regular meeting of the Board of School Directors called to order by President Sain at 6:40 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.  
Absent — None.

President Sain requested a moment of silence to commemorate the passing of three members of the MPS family.

- Jakeem Sims, a 12<sup>th</sup>-grade student at Golda Meir, who passed away on October 28, 2017;
- Aaron Clark, a retired assistant principal from Webster Middle School, who passed away on October 27, 2017; and
- Michael E. Frank, a retired school engineer from Hamilton High School, who passed away on November 15, 2017.

## AWARDS AND COMMENDATIONS

### (Item 1) Excellence in Education Award

#### 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 the entire Milwaukee community.

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

Brett Fuller

Brett Fuller, health and physical education curriculum specialist for MPS, was honored at the Society of Health and Physical Educators (SHAPE) America’s Celebration of Professional Excellence ceremony with its Channing Mann Physical Education Administrator of the Year Award. A skilled and passionate educator who is committed to the physical, emotional, and academic health of students, Fuller embodies the Channing Mann Award’s criteria of leadership, service, advocacy, and contributions to the curriculum.

The award-winning administrator is responsible for curriculum, supervision, mentoring, assessment, and provision of professional services for health and physical education within MPS; his work supports 150 physical education specialists. After more than 20 years in education, Fuller’s philosophy centers upon the ideal of teaching students to be healthy for a lifetime. He believes in improving health and physical education at the district level, within Wisconsin, and nationally.

Fuller was a key member of a collaborative effort to reduce teen pregnancy in Milwaukee by 65 percent since 2007. His work included revising and implementing MPS’s human growth and development curriculum for grades K5 through 9. He led the implementation of the SPARK curriculum, in collaboration with Marquette University and the Medical College of Wisconsin, for all K-8 students in MPS, resulting in an increase of moderate to vigorous physical activity in physical education classes from an initial 37 percent to 59 percent of classroom time. The collaborative also created videos for classroom teachers about physical activity and nutrition. The creation of a K-12 standards-based report card also supports students’ health by teaching students to be physically literate. Finally, more than 100 MPS schools are now Let’s Move! Active Schools.

The Milwaukee Board of School Directors recognizes and honors Brett Fuller 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

### **(Item 1) Action on the Minutes of the October 2017 Special and Regular Meetings of the Milwaukee Board of School Directors**

The minutes of the regular and special board meetings of October 26 and 30, 2017, were approved as printed.

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### **(Item 2) Action on a Correction to the Approved Minutes of the Board's Regular Meeting of February 2017**

#### **Background**

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At its regular meeting on March 30, 2017, the Board approved the minutes of its regular meeting of February 23, 2017. In the draft of those minutes as provided to the Board, in regard to Item Four of the report of the Committee on Student Achievement and School Innovation, Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract with Carmen High School of Science and Technology South Campuses, it was erroneously recorded that the Board had approved a motion by then Director Tatiana Joseph to:

1. approve the recommendation to renew a five-year non-instrumentality charter school contract with Carmen High School of Science and Technology; and
2. authorize the Superintendent's designee, in consultation with the Office of the City Attorney, the Office of Board Governance, and representatives from Carmen High School of Science and Technology to negotiate and draft a renewed charter school contract to begin with the 2017-2018 school year and to end with the last regularly scheduled day of the 2022-2023 school year. All proposed contracts for MPS charter schools shall be brought to the Board for final approval and execution.

In fact, the motion by then Director Joseph, which the Board approved, was "to renew the non-instrumentality charter school contract with Carmen High School of Science and Technology South Campuses and that, when the contract is brought to the Board for consideration, a provision to provide separate school codes for each of the Carmen campuses be added to the recommendation."

At this time, the Board Clerk/Director, Office of Board Governance, is requesting that the Board approve a correction to the previously approved minutes of its regular meeting of February 23, 2017, to reflect its adoption of the motion actually made by then Director Joseph.

The excerpt from the minutes of February 2017, showing both the incorrect motion and the requested correction, has been provided under separate cover for the Board's reference. The incorrect motion is indicated by struck-through text, while the correct motion is underlined.

#### **Recommendation**

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That the Board approve the correction to the previously approved minutes of its regular meeting of February 23, 2017, to reflect the Board's adoption of the motion made by then Director Joseph "to renew the non-instrumentality charter school contract with Carmen High School of Science and Technology South Campuses and that, when the contract is brought to the Board for consideration, a provision to provide separate school codes for each of the Carmen campuses be added to the recommendation."

The correction to the minutes of the Board's regular meeting of February 23, 2017, were approved by unanimous consent.

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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 eight strategic objectives:

- Close the GAP
- Educate the Whole Child
- Redefine the MPS Experience
- Improve Organizational Processes
- Re-envision Partnerships
- Strengthen Communication Systems & Outreach Strategies
- Develop Our Workforce
- Rethink High Schools

### Meetings from late October through mid-November

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(1) I attended the United Way's cabinet meeting and gave a Season of Caring report, highlighting the employer-volunteerism experience and future volunteer opportunities. The MPS Combined Giving Campaign is up to \$211,335.05, and all of the envelopes are not even in yet (and donations are still rolling in online)!

(2) I held a conference call to finalize preparations for the Alliance for Excellent Education's webinar that I'll be presenting as one of the panelists to discuss "How Milwaukee Public Schools is Leveraging National Service to Improve Low-Performing Schools."

(3) At the invitation of Alderwoman Chantia Lewis, I visited Vincent High School and participated in a video shoot with the Alderwoman, our high-school students, the Milwaukee Bucks, and other community leaders, with an emphasis on the positive things that are happening in the 9<sup>th</sup> District, including our top MPS educational programs in that district.

(4) I toured the Journey House with its CEO, Dr. Michele Bria, and Board Chair, Gene Manzanet. After the tour, I attended the Professional Dimensions' Women Who Inspire luncheon, where Maureen O'Brien was the keynote speaker.

(5) I was at the University Club with the Gig Group, where I hosted an open conversation with Marianne Lubar, Vice President of Arts for the Wisconsin Academy Board of Directors, about the "Realities of Racism in Milwaukee," facilitated by Maurice Thomas, founder and Executive Director of Milwaukee Excellence Charter School. There was a great turnout, with thoughtful discussions that will hopefully lead to an intentional path forward.

(6) I was the keynote presenter at the United Way's 2017 Ready. Set. Work! Milwaukee Women's Job Seminar, where I spoke on the strength of women's leadership.

(7) I presented at the MENTOR Greater Milwaukee Funder's convening meeting with Mayor Tom Barrett and Milwaukee Bucks' President Peter Feigin as we discussed plans towards launching MENTOR Greater Milwaukee, a local affiliate of the National MENTOR Network. After the meeting, we gathered to debrief and discuss next steps.

(8) I attended the 15<sup>th</sup> Annual Foro Latino Forum, a special education family forum for families with children receiving special education services within MPS, at South Division High School. This was a great opportunity to connect with our families and also to bring them together for workshops, resources, and networking around special education issues and advocacy.

(9) I participated in a webinar panel discussion entitled Partnering for Success: How Milwaukee Public Schools Is Leveraging National Service to Improve Low-Performing Schools, with Meralis Hood, Jeff Jablow, and Kayla Stephan of City Year Milwaukee and Edie Turnbull from College Possible Milwaukee. The webinar addressed how school districts can leverage national service like AmeriCorps to implement their plans for evidence-based school improvement under the Every Student Succeeds Act (ESSA). City Year and College Possible are two examples of effective school-improvement partners under ESSA.

(10) I also gave remarks at 53<sup>rd</sup> Street School for the NBA Math Hoops event — another great opportunity for our students, thanks to the support of our partners.

(11) I spoke at our Warm Up to Winter event at Doerfler School. This is our sixth year for this partnership with the Milwaukee Fire Department and MPS. By the end of the week, more than 3,000 brand-new winter coats will have been distributed to MPS students. Including this year, students at 50 schools will have received coats as part of this program.

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

#### *Fusion Fest Showcases High-tech Physics Work*

Bay View High School hosted industry professionals and representatives from prestigious institutions such as Illinois State University, MIT, Princeton University, University of Wisconsin–Madison, the Contemporary Physics Education Project, and General Atomics. Fusion Fest was held to allow attendees to interact with students who showcased their work about plasma, gamma radiation, X-rays, TV and radio, UV radiation, and fusion science.

Physics professors from MIT and Princeton made presentations on the topic of fusion. The Milwaukee Fire Department Hazmat team also performed outdoor demonstrations following the event. Bay View High School emphasizes an art, design, and engineering curriculum that prepares students for the rigors of college and the demands of highly technical career fields. Events like Fusion Fest expand students' scientific reach and help prepare them for high-demand careers. Immersive science experiences align with the MPS Eight Big Ideas strategy to promote student achievement.

#### *Ukrainian Educators Visit Two MPS Schools*

Two MPS schools hosted educators from Ukraine in October as part of a program to exchange thoughts and ideas about education. Washington High School of Information Technology received six Ukrainian visitors to observe a Milwaukee high school in action. The group also spent a day at Albert E. Kagel School to observe bilingual education in a southside neighborhood.

The exchange was made possible through the Open World program, an international exchange supported by the U.S. Congress. MPS student ambassadors, teachers, and principals embraced the opportunities for leadership, fellowship, and demonstration of culinary arts and bilingual programs. The interaction proved valuable for breaking down stereotypes, enhancing cultural understanding, and forging relationships.

Cultural exchanges align with MPS's Eight Big Ideas to promote student achievement. Open dialogues are beneficial for exploring ideas and sharing successes that ultimately lead to student success.

#### *German Band Einshoch6 Performs at Milwaukee School of Languages*

Students from 15 area schools visited Milwaukee School of Languages to experience a concert by the German band Einshoch6. The band, based in Munich, Germany, is touring the Midwest and Eastern U.S., including the Kennedy Center in Washington, DC, for a total of 18 concerts. The Milwaukee concert provided a unique opportunity for students enrolled in German-language courses to hear German music performed by native speakers.

Einshoch6 is known for its unique blend of hip-hop and classical music that is especially engaging for youth. The current tour, called German Hip Hop meets Classical, is a project of the Deutsche Welle, Germany's international broadcaster, to foster the study of German. The band's recent album includes an ode to "Deutschlehrerinnen" (German Teachers) and was created in cooperation with German teachers and learners around the world.

#### *Washington Opens New Culinary Arts Lab*

Washington High School celebrated the opening of its new culinary arts lab with a ribbon-cutting ceremony on November 16. Community partners, donors, and culinary-arts volunteers toured the new space and enjoyed gourmet refreshments prepared by students. About 60 guests and dignitaries attended the event.

The MPS culinary arts program is now in its second year. Using a national curriculum called ProStart that was developed by the National Restaurant Association Educational Foundation, students take part in a two-year program that prepares them for careers and further education in the restaurant and hospitality sector. Across the country, culinary-arts jobs are in high demand.

The ProStart program has been implemented in four MPS schools: Bay View, James Madison Academic Campus, Vincent High School, and Washington. This year, 478 students are enrolled in the program.

Students participate in three classroom sessions and two labs every week. During labs, volunteer chef mentors from across the city work with students to fine-tune skills, answer questions about the industry, and help students develop a professional demeanor for future employment.

Thanks to generous donors and community support, the new culinary arts lab is equipped with commercial-grade equipment so students can learn and work on the same kinds of equipment that local chefs work with every day. Major donors include the Barbara Ann Stein Charitable Trust, Herb Kohl Philanthropies, Brewers Community Foundation, Aurora Health Care, Herd-Barber Charitable Fund, U.S. Bank, and Irgens. Jennifer and Joe Bartolotta of the Bartolotta Restaurant Group have played a major role in promoting the program and attracting chef mentors.

### **Awards/Recognition**

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#### *College and Resource Fair Attracts Nearly 2,000 Students*

The University of Wisconsin-Milwaukee's student union was flooded with middle- and high-school students from across MPS during the Fresh Coast Classic College and Resource Fair. Arriving on buses from their individual schools, students had the chance to gather materials and speak to representatives from dozens of public and private colleges, including several Historically Black College and Universities.

The event included workshop sessions on college and career readiness. High-school juniors received tours of the UWM campus. The day culminated in a session with remarks from Dr. Joan Prince, UWM's Vice Chancellor for the Division of Global Inclusion and Engagement, and Ruth Maegli, MPS Chief of the Office of Academics.

Six scholarships of \$1,000 each were presented to MPS students who had applied through an MPS College and Career Center. Out of 61 entries, winners were:

- Ke'Von Hamilton, Golda Meir High School
- Dawt lang, South Division High School
- Cameron LeFlore, Rufus King International High School
- LaDae'meona McDowell, Hamilton High School
- Trinity Riley, Rufus King International High School
- Jaymes Warrior, Barack Obama SCTE

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### **(Item 2) Action on a Request to Adopt a Resolution to Support Fabrication Lab Grant Application**

#### **Background**

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The Milwaukee Public Schools support STEM (science, technology, engineering, and math) education and the integration of curricula so that students can leverage content knowledge, gain exposure to new technology, and make connections beyond the classroom. One such way to support STEM education and the integration of curricula is the use of fabrication laboratories, also known as "fab labs." Fab labs are creative spaces in which people can gather to learn about design and manufacturing technologies and design, create, or invent things in individual or collaborative projects. Fab labs provide access to materials, tools, and technologies that allow for hands-on exploration and participatory learning by both students and the wider community.

In an effort to develop a fab lab, Milwaukee Public Schools Administration requests that the Board adopt a resolution in support of the Fabrication Laboratory Grant Application to be submitted to Wisconsin Economic Development Corporation for fiscal year 2018. The resolution affirms that, if awarded the grant, the Milwaukee Public Schools commits to carry out the Fabrication Laboratory Grant at Bay View High School and Barack Obama School of Career and Technical Education.

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

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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The Wisconsin Economic Development Corporation reimburses project sponsors for up to \$25,000 in equipment costs in one fiscal year, with a 1:1 match requirement. In light of the 1:1 match requirement, the Milwaukee Public Schools has secured matching funds from other grant awards for Fab Lab equipment purchases.

**Implementation and Assessment Plan**

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Upon approval by the Board, the resolution will be submitted with the grant application.

**Recommendation**

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The Administration recommends that the Board adopt the following resolution supporting the Fab Lab grant application.

Resolution of Support:

Wisconsin Economic Development Corporation  
Fabrication Laboratory Grant Application FY18

WHEREAS, Fabrication Laboratories, also known as “fab labs” are creative spaces where people can gather to learn about design and manufacturing technologies and design, create, or invent things in individual or collaborative projects; and

WHEREAS, Fab labs provide access to materials, tools, and technologies, to allow for hands-on exploration and participatory learning by both students and the wider community; and

WHEREAS, Fab labs have attracted increased attention from media, public, government, businesses, and academia, and are experiencing increased demand, where students, faculty and community can come together to do work and learn; and

WHEREAS, The Milwaukee Public Schools supports STEM education and the integration of curricula so that students can leverage content knowledge, gain exposure to new technology, and make connections beyond the classroom; and

WHEREAS, The Milwaukee Public Schools supports the Fabrication Laboratory Grant Application submitted to Wisconsin Economic Development Corporation for fiscal year 2018.

WHEREAS, The application is for fab lab development at Bay View High School and at Barack Obama School of Career and Technical Education; and

WHEREAS, The Milwaukee Public Schools is Wisconsin’s largest, most diverse school district with 80% of its students economically disadvantaged, continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that the Wisconsin Economic Development Corporation reimburses project sponsors for up to \$25,000 in equipment costs in one fiscal year, with a 1:1 match requirement. In light of the 1:1 match requirement, the Milwaukee Public Schools has secured matching funds from other grant awards for Fab lab equipment purchases; and

NOW, THEREFORE, BE IT RESOLVED, if the Milwaukee Public Schools is awarded funding by the Wisconsin Economic Development Corporation for the Fabrication Laboratory Grant Application FY18 the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with the Wisconsin Economic Development Corporation for the grant; and

BE IT FURTHER RESOLVED, the Milwaukee Public Schools agrees to comply with all applicable requirements as outlined in the Fabrication Laboratory Grant Application FY18 materials from the Wisconsin Economic Development Corporation.

Director Voss moved to adopt the resolution supporting the Fab Lab grant application. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain —

9.

Noes — 0.

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**(Item 3) Action on Recommended Administrative Appointments**

This item was withdrawn at the request of President Sain.

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## **REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/DIRECTOR, OFFICE OF BOARD GOVERNANCE**

At the request of the Director, Office of Board Governance, the Board took up Item 3, below, prior to Items 1 and 2.

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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

At the federal level, the policy discussion has been dominated by potential changes to tax laws and the related impact on funding for public schools. At the state level, clarifying discussions continue regarding policy changes within the recently passed state budget.

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**(Item 2) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)****Background**

At its meeting on September 28, 2017, the Board had deferred action on the election of a delegate to the Wisconsin Association of School Boards (WASB).

The Office of Board Governance has received notice from the Wisconsin Association of School Boards of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB Region 14, the Milwaukee Board of School Directors elects its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly in January 2018. The current WASB delegate from Region 14 is Director Terrence Falk.

**Strategic Plan Compatibility Statement**

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

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

Board Rule 1.28, Board Memberships

**Fiscal Impact Statement**

No fiscal impact.

**Implementation and Assessment Plan**

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate’s signed declaration that he or she will serve if elected.

**Recommendation**

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

The Board proceeded to vote by roll call, with the following result:

Direct Báez .....	Director Báez
Director Bonds .....	Director Báez
Director Falk .....	Director Báez
Director Harris .....	Director Báez
Director Miller .....	Director Báez
Director Phillips .....	Director Báez
Director Voss .....	Director Báez
Director Woodward .....	Director Báez
President Sain .....	Director Báez

Director Báez — 9.

Director Báez, having received the unanimous vote of the membership, was duly elected the Board’s delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2018.

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**(Item 3) 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**

The Board Clerk requested that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(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.

Director Bonds moved that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(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 motion prevailed, the vote beings as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.  
Noes — 0.

The Board retired to executive session at 7:22 PM.

The Board adjourned from executive session at 8:57 PM.

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**REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY**

**(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency**

**Current Project Updates**

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*School Resource Officer (SRO) Evaluation*

1. Background

At its meeting on July 27, 2017, the Board directed the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) Program. The Board also directed that a preliminary report be brought back to the Board in December, with a final report in May 2018.

2. Update

The OAE has been working jointly with the Administration and the Milwaukee Police Department to engage an external evaluator. A request for proposal (RFP) was drafted and released using the District’s standard evaluator-selection process used by the Office of Innovation and Information, Department of Research and Evaluation. The District received two responses, and a selection was made to begin the work of accomplishing the following goals, subsequent to contract execution:

- interviews and/or focus groups with program participants and stakeholders;
- literature review;
- gap analysis between current and best practice;
- gap analysis between required systems to support best practices and current systems;
- opportunity/risk/threat analysis of best practices in local SRO environment;
- return on investment and/or projected benefits of implementing best practices detailed;
- recommendations in the form of a plan to implement best practices considering benefits and effort; and
- final evaluation report and presentation.

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**REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS**

The Board Clerk presented 12 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Bonds moved to accept the reports of the Independent Hearing Officers of November 1, 10, 13, 15, 16, 17, 20, and 27, 2017.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain —

9.

Noes — 0.

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**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel:
  - Item #4, *Action on the Award of Exception-to-Bid Requests*, which had been forwarded to the Board without recommendation;
  - Item #10, *Action on a Request to Adopt a Resolution and Approve the Issuance of Qualified School Construction Bonds (QSCB) in an Amount Not to Exceed \$34,933,000 and to Authorize the Approval and Execution of Documents and Certain Related Matters*, which was set aside at the request of the Administration.
- Report of the Committee on Strategic Planning and Budget:
  - Item #2, *Report with Possible Action on the Planning of 2018-19 Budget Parameters*, which was set aside at the request of Director Bonds.

On the motion of Director Voss, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 8.  
 Noes — Director Woodward — 1.

### **COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL**

Director Bonds 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**

In accordance with action taken by the Board on August 1, 1972, (Proc. pp.82-83) concerning the approval of personnel transactions relating to classified employees, the Superintendent presents the attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

Ethnic Code	Name	Position and Salary	Effective Date
New Hires			
2	Laquita Allen	Building Service Helper I \$11.47 per hour	09/25/2017
2	Johnny Brelove	Building Service Helper I \$11.47 per hour	10/02/2017
2	Dyeshia Bush	Building Service Helper I \$11.47 per hour	10/09/2017
2	Shaletha Dickerson	Building Service Helper I \$11.47 per hour	10/09/2017
2	Kion McKinley	Building Service Helper I \$11.47 per hour	09/25/2017
2	Dominique Moss	Building Service Helper I \$11.47 per hour	09/25/2017

Ethnic Code	Name	Position and Salary	Effective Date
2	James Stovall	Building Service Helper I \$11.47 per hour	10/09/2017
2	Robert Davis	Central Kitchen Delivery Driver \$20.01 per hour	10/12/2017
5	Lindsay Krueger	Children's Health Assistant \$17,166.44	09/25/2017
4	Yesenia Torres Aguilar	Children's Health Assistant \$17,166.44	10/16/2017
2	Jordan Brown	Food Service Assistant \$11.14 per hour	09/25/2017
2	Roshounda Cleveland	Food Service Assistant \$11.14 per hour	09/21/2017
2	Celia McGlothian	Food Service Assistant \$11.14 per hour	09/25/2017
2	Marvin Hayes	Inventory Clerk — Technology \$44,211.00	09/18/2017
4	Joshua Benishek	IT Service Technician \$47,398.00	09/11/2017
2	Toney Fisher	IT Service Technician \$47,398.00	09/05/2017
5	Beau Rick	IT Service Technician \$47,398.00	09/11/2017
5	Nathan Beuttler	Para Ed Assistant \$18,243.72	10/17/2017
2	Kristi Carlisle	Para Ed Assistant \$18,243.72	09/27/2017
4	Samantha Casarez	Para Ed Assistant \$18,243.72	10/02/2017
3	Jie Chen	Para Ed Assistant \$18,243.72	10/02/2017
5	YaaJoy Engel	Para Ed Assistant \$20,757.00	10/04/2017
5	Harold Eppley	Para Ed Assistant \$18,243.72	10/02/2017
2	Deaduri Gales	Para Ed Assistant \$18,243.72	09/26/2017
5	Monica Karpfinger	Para Ed Assistant \$18,243.72	10/04/2017
5	Kyle Lara	Para Ed Assistant \$20,757.00	10/09/2017
2	Maurice Madison	Para Ed Assistant \$18,243.72	10/02/2017
4	Xavier Maldonado	Para Ed Assistant \$18,243.72	10/16/2017
5	Hayley Paykel	Para Ed Assistant \$18,243.72	10/16/2017
4	Mayra Perez	Para Ed Assistant \$18,243.72	09/27/2017
5	Sylvia Schwarten	Para Ed Assistant \$18,243.72	09/22/2017
5	Matthew Sherman	Para Ed Assistant \$18,243.72	09/25/2017
5	Abigail Styczynski	Para Ed Assistant \$18,243.72	09/25/2017
5	Christine Szabo	Para Ed Assistant \$18,243.72	10/17/2017
5	Aaron Taylor	Para Ed Assistant \$20,072.58	10/12/2017
5	Rebecca Tillman	Para Ed Assistant \$18,243.72	10/02/2017

Ethnic Code	Name	Position and Salary	Effective Date
5	Jeanne Fonfara	School Nursing Associate \$34,131.00	09/25/2017
2	Yvonne Weddle	School Nursing Associate \$38,076.43	10/16/2017
2	Katrina Burnett	School Safety Assistant \$22,393.11	09/25/2017
2	Quina Elzie	School Safety Assistant \$22,393.11	09/25/2017
2	Trameika Sanders	School Safety Assistant \$22,393.11	09/25/2017
2	Madeline Toliver	School Safety Assistant \$22,393.11	09/25/2017
5	Roberto Zarate	School Safety Assistant \$22,393.11	09/25/2017
2	Kiana Hunter	School Secretary I — 10-month \$23,124.00	10/03/2017
4	Maricruz Martinez Chavez	School Secretary I — 12-month \$28,960.00	10/09/2017
4	Maria de los Angeles Flores Garcia	Social Work Aide II \$20,744.00	10/19/2017
4	Javier Garcia	Social Work Aide II \$16,336.00	10/02/2017
Promotions			
2	Terrence Leflore	Building Service Helper II \$31,616.00	10/09/2017
2	Dennis Parker	Boiler Attendant Trainee \$32,863.74	09/25/2017
4	Roberto Rodriguez	Boiler Attendant Trainee \$32,863.74	09/25/2017
2	Veneus Roberson	Food Service Assistant — In Charge \$13.91 per hour	10/09/2017
5	Pat Steiner	Para Ed Assistant \$21,890.22	09/20/2017
2	Evelyn Calahan	School Safety Assistant \$22,393.11	09/25/2017
2	Trumaine Ellis	School Safety Assistant \$22,393.11	09/25/2017
2	Julius Ingram	School Safety Assistant \$22,393.11	09/25/2017
2	Aaron Jordan	School Safety Assistant \$22,393.11	09/25/2017
2	Aniece Leonard	School Safety Assistant \$22,393.11	09/25/2017
4	Jenny Acevedo	School Secretary I — 12-month \$31,925.00	09/25/2017
5	Craig Thomas	School Bookkeeper — 12-month \$35,884.00	09/25/2017
2	Linda Davis	School Secretary II — 12-month \$32,881.00	10/02/2017
Rehires			
2	Jeffery Hayes	Building Service Helper I \$11.47 per hour	09/25/2017
2	Laquanda Johnson	Building Service Helper I \$11.47 per hour	10/09/2017
2	Jomo Smith	Building Service Helper I \$11.83 per hour	10/06/2017
2	Lacey Willis	Building Service Helper I \$11.47 per hour	10/02/2017
2	Jerrilynn Gainer	Children's Health Assistant \$17,166.44	09/25/2017

Ethnic Code	Name	Position and Salary	Effective Date
2	Tawanda Goodman	Children’s Health Assistant \$17,166.44	10/04/2017
5	Mary Tovar	Children’s Health Assistant \$17,166.44	10/02/2017
2	Randell Ellington	Para Ed Assistant \$20,067.00	09/27/2017
4	Jenny Gardana	Para Ed Assistant \$20,061.36	09/22/2017
5	Barbara Hanson	Para Ed Assistant \$19,298.40	09/25/2017
2	Felicia Ivory Adams	Para Ed Assistant \$20,072.58	10/17/2017
4	Ana Ramierz	Para Ed Assistant \$18,243.72	09/27/2017
5	Joyce Shayhorn	Para Ed Assistant \$18,243.72	10/09/2017
2	Quentin Carter	School Safety Assistant \$22,393.11	09/25/2017
4	Noemi Laboy	School Secretary I — 10-month \$30,055.03	09/21/2017
4	Natalia Mendez	School Secretary I — 10-month \$23,124.00	09/25/2017
5	Laura Dragolovich	School Secretary I — 12-month \$31,304.00	09/25/2017

**Certificated Appointments**

Codes	Name and Position	Division	Salary	Date
<i>Teachers</i>				
6,nr	Levine, Abigail SAGE	B	\$41,311.00	9/25/2017
5,nr	Steinke, Anna Early Childhood — Spec Ed	B	\$59,508.00	10/5/2017
5,nr	Wood, Katie Gen Elem & K8 — All Grades	B	\$41,813.00	9/21/2017
5,nr	Zielke, Kaeleigh SAGE	B	\$44,921.00	9/22/2017
<i>Teachers — IB Calendar</i>				
2,r	Blue, Tracie Multicategorical Comp Sen	B	\$41,311.00	10/2/2017
2,nr	Green, Rae Gen Elem & K8 — All Grades	B	\$59,508.00	10/2/2017
5,nr	Renner, Jonathan Gen Elem & K8 — All Grades	B	\$53,335.00	10/2/2017
<i>Permit Teacher — IB Calendar</i>				
5,nr	Wahlgren, Katherine Special Ed Multicategorical	B	\$46,926.00	9/25/2017
<i>Permit Teacher</i>				
2,nr	Daniels, Brandy Early Childhood — Spec Ed	B	\$41,311.00	10/3/2017

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
- (1) Native American..... 0
- (2) African American ..... 3

(3)	Asian/Oriental/Pacific Islander.....	0
(4)	Hispanic.....	0
(5)	White.....	5
(6)	Other.....	1
(7)	Two or More Ethnic Codes.....	0
	Males.....	1
	Females.....	8

### Action on Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, November 2017 Jasmina Ruano	Forest Home	11/03/2017
Personal Leave, February 2018 Maria Zuniga	Audubon	02/05/2018
Personal Leave, April 2018 Arreall Janikowski	Roosevelt HS	04/02/2018
Illness Leave, September 2017 Wanda Welch	Lancaster	09/20/2017
Illness Leave, October 2017 Amy Scherff	Doerfler	10/04/2017
Lisa Marie Menefee	Currently on Leave	10/09/2017
Dorothy Hancock	Currently on Leave	10/2/2017
Kelly Lockwood	Currently on Leave	10/30/2017
Danielle Schuh	Douglas	10/17/2017
Aliya Lester	Obama S.C.T.E.	10/09/2017
Illness Leave, November 2017 Colleen Wekwert	Westside Academy II	11/14/2017

### Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Classified Resignations						
Personal	34.8	2	Andria Barton	Teacher	Rogers St Acad	09/20/2017
Other Work	14.0	2	Tonya Bays	Teacher	Carson Academy	10/05/2017
Personal	17.0	5	Lisa Becker	Teacher	Morgandale	10/20/2017
Personal	1.1	5	Wendi Bazar Besasie	Teacher	Trowbridge	10/20/2017
Other Work	3.1	2	Darnell Bennett	Teacher	Metcalfe	10/12/2017
Personal	0.1	5	Lisa Bolton	Teacher	Goodrich	09/27/2017
Personal	0.1	5	McKenzie Brown	Teacher	Douglas	10/09/2017
Personal	9.2	5	William Crandall	Teacher	Obama SCTE	10/20/2017
Retire	20.0	5	Helene Daneau	Teacher	Townsend	12/22/2017
Personal	15.0	5	Amy Espinoza	Teacher	81st Street	08/30/2017
Personal	3.9	5	Julie Feuerstein	Teacher	Central Svcs	10/20/2017
Personal	4.0	5	Judithann Fischer	Teacher	Bradley Tech	09/15/2017
Personal	10.7	2	Kamaria Flowers	Teacher	Dr. King	08/27/2017
Other Work	0.8	5	Doug Gamauf	Teacher	Story	09/15/2017
Personal	17.0	5	Angela Gilson	Teacher	53rd Street	08/01/2017
Personal	0.9	5	Dawn Gonzalez	Teacher	Washington HS	08/29/2017
Personal	10.0	5	Ellen Grissom	Teacher	Parkside	09/01/2017
Other Work	20.1	2	Michael Harris	Principal	Riverside	10/13/2017
Personal	0.2	5	Jamie Kisela	Teacher	Auer Ave	10/10/2017
Other Work	1.6	5	Michael Koch	Teacher	Manitoba	09/01/2017
Personal	5.1	4	Luz Kuehn	Teacher	Doerfler	10/22/2017
Personal	3.0	5	Russell Kumbier	Teacher	Hamilton HS	09/11/2017
Personal	0.1	5	Christine Marko	Teacher	River Trail	10/13/2017

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.1	5	Madeline Osborne	Teacher	Doerfler	09/19/2017
Personal	0.1	5	Leah Pauers	Teacher	Carson Academy	09/25/2017
Personal	0.1	5	Robert Payant	Teacher	LaFollette	10/09/2017
Personal	5.5	4	Kevin Rodriguez	Teacher	Mitchell	10/20/2017
Personal	16.1	5	Joanne Schilz	Teacher	Thurston Woods	10/13/2017
Retire	28.0	5	Eric Schwarzenberger	Teacher	Hampton	06/14/2018
Other Work	18.9	2	Craig Tate	Teacher	Rufus King MS	10/20/2017
Personal	11.0	5	Allison Taugher	Teacher	Longfellow	09/22/2017
Personal	0.1	5	Robert Taylor	Teacher	Lincoln MS	09/25/2017
Other Work	3.3	1	Jeffrey Wallack	Teacher	Bay View HS	10/27/2017
Personal	0.1	2	Raven Weems	Teacher	Carver Academy	09/19/2017
Personal	0.9	2	Nicole Williams	Teacher	Green Bay Ave	10/16/2017
Classified Retirements						
Retire	21.1	5	Eugene Jones	Asst. Board Clerk	Central Svcs	10/03/2017
Retire	29.4	5	Gary Mehlberg	Supervisor	Repair Division	10/03/2017
Retire	32.2	5	Teddy Riggs	Engineer I	Victory	10/03/2017
Retire	34.4	5	Gerald Streng	Engineer I	Central Svcs	10/07/2017
Retire	32.0	5	Brian Wiegand	Supervisor	Technology	10/03/2017

### **Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for October 2017 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 Committee reports.*

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### **(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, 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 and Location	Salary
(5)(r)	Sara Hmielewski	Principal II, Elementary Benjamin Franklin Office of the Chief of School Administration	Schedule 03, Range 13T \$101,640
(5)(r)	Theresa Russell	Principal I, M/CW/K8 Burdick Office of the Chief of School Administration	Schedule 03, Range 14T \$99,190
(5)(r)	Steven Krull	Principal II, Elementary Garland Office of the Chief of School Administration	Schedule 03, Range 13T \$96,882
(2)(nr)	Charmina Gray	Head Start Health Coordinator I Office of the Chief of Academics	Schedule 03, Range 06A \$72,072
(5)(r)	Allan Laird	Assistant Principal III, HS IB Alliance Office of the Chief of School Administration	Schedule 03, Range 12C \$70,641
(2)(r)	Robin Pitts	Executive Assistant to the Superintendent Office of the Superintendent	Schedule 03, Range 04A \$67,140

Codes	Name	Position and Location	Salary
(2)(r)	LaTisha Little	Coordinator II, Head Start Program Office of the Chief of Academics	Schedule 03, Range 07A \$61,001
(5)(r)	Natalie Philippe	Program Supervisor I, Special Education Office of the Chief of Academics	Schedule 03, Range 09C \$58,329
(5)(nr)	Alisha Swartout	Associate III, Procurement Office of the Chief of Operations	Schedule 03, Range 05A \$51,682
(2)(r)	Matthew Goodwin	Recreation Associate II, Twilight Centers Office of the Chief of Operations	Schedule 03, Range 04A \$47,969
(2)(nr)	Azie Bonds	Planning Assistant III Office of the Chief of Academics	Schedule 03, Range 02A \$42,814
(2)(r)	Tytrice Qaasim	Administrative Assistant III, FMLA Office of the Chief of Human Resources	Schedule 03, Range 02A \$42,814
(4)(r)	Ariel Gely	Management Intern Office of the Chief of Operations	Schedule XXX, Range 4R \$32,967

### **Recommended LTE Contracts**

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b):

Codes	Name	Position and Location	Salary/Dates
(5)(nr)	Eugene Jones	Assistant Board Clerk Office of Board Governance	\$50.00/hr. 10/17/17 to 4/17/18
(5)(nr)	Roland Nuoffer, Jr	Adjunct Instructor Office of the Chief of Innovation & Information	\$50.00/hr. 9/1/17 to 11/15/17
(5)(r)	Patricia Engbring	Administrator Coach & Mentor Office of the Chief of School Administration	\$40.00/hr. 10/1/17 to 4/1/18
(5)(r)	Joan Crisostomo	Project AWARE Office of the Chief of Academics	\$30.00/hr. 9/24/17 to 3/24/18
(5)(nr)	Michelle Duchow	Project AWARE Office of the Chief of Academics	\$30.00/hr. 9/24/17 to 3/24/18
(5)(r)	Karen Green	PUMP CS Computer Sciences Coach Office of the Chief of Academics	\$30.00/hr. 10/9/17 to 4/9/18
(2)(r)	Tyrone Miller	DJ Club Advisor, Music Department Office of the Chief of School Administration	\$30.00/hr. 8/14/17 to 12/22/17
(5)(nr)	Roland Nuoffer Jr	Adjunct Instructor Office of the Chief of Innovation & Information	\$30.00/hr. 9/1/17 to 11/15/17
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00/hr. 8/17/17 to 2/17/18
(5)(r)	Wendy Wasserman	Induction Specialist Office of the Chief of Innovation & Information	\$30.00/hr. 10/26/17 to 4/26/18
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant Office of the Chief of Academics	\$30.00/hr. 9/1/17 to 2/28/18

#### Codes

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

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

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**(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Authorization to Make Purchases**

RFB 5760 Authorization to Enter into a Blanket Agreement with MSOB Acquisitions, Inc., for Uniforms for Building Operations Staff

The Administration is requesting authorization to enter into a blanket agreement with MSOB Acquisitions, Inc., d/b/a Goldfish, Inc., (“Goldfish”) to provide uniforms to Building Operations staff in the Department of Facilities and Maintenance.

This blanket agreement will be used to outfit the entire Building Operations staff on an annual basis by way of a mass order. Additionally, MPS anticipates ordering multiple items in varying sizes for new hires on a recurring basis.

This vendor was chosen pursuant to RFB 5760. Goldfish was the lowest-complying bidder.

This blanket agreement will run from December 1, 2017, through November 30, 2020. The total cost of the goods purchased will not exceed \$360,000.

Budget Code: BLD-0-0-BOP-DW-EUNF (Building Operations — Uniforms).....\$360,000

MSOB Acquisitions, Inc. d/b/a Goldfish	
Prime Contractor Information	
Certified HUB Vendor? .....	Yes
Total # of Employees .....	8
Total # of Minorities .....	4
Total # of Women .....	5
HUB Participation	
Required.....	N/A
Proposed .....	N/A
\$ Value.....	N/A
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment.....	10

**Routine Monthly Reports**

The report on revenues and expenses, monthly expenditure control report, 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>			
Browning School	Milwaukee Bucks	\$73,500.00	Browning Playground
Browning School	Johnson Controls	\$75,000.00	Browning Playground
<i>Total Monetary Donations Over \$5,000</i>		<i>\$148,500.00</i>	
<i>Monetary Donations</i>			
Bay View HS	The Kula Foundation*	\$5.86	Burgers for Better Schools (BFBS) Donation — General School Use
Bradley Trade & Tech	Clutch Corp.	\$500.00	General School Supplies
Browning School	United Healthcare	\$2,000.00	School Education Support
Cass Street School	Midwest Resources, Inc.	\$2,500.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Clemens School	Northwest Side Community Development Corp.	\$50.00	Open House Food
Congress School	LeadDog Marketing Group	\$800.00	Kohl's Cares Field Trip Grant
Congress School	The Kula Foundation*	\$0.77	BFBS Donation — General School Use
Craig Montessori School	Wisconsin Milk Marketing Board, Inc.	\$800.00	Field Trips Class Supplies/Event
Curtin School	Royce P. Konkel	\$50.00	Parent-involved Activities
Fairview School	Healthy Classroom Foundation	\$1,600.00	Healthy Food
Fairview School	The Kula Foundation*	\$18.04	BFBS Donation — General School Use
Fernwood School	The Kula Foundation	\$24.15	BFBS Donation — General School Use
Forest Home Ave. School	Fidelity Information Services	\$1,000.00	School Uniforms
Forest Home Ave. School	Fidelity Information Services	\$1,000.00	PBIS Incentives
Forest Home Ave. School	Fidelity Information Services	\$1,000.00	Staff Morale Boosters
French Imm. School	Anonymous	\$5.00	5th-grade Trip Donation
Gaenslen School	The Kula Foundation*	\$0.10	BFBS Donation — General School Use
German Imm. School	YourCause, LLC*	\$8.00	General School Supplies
Greenfield School	Wells Fargo Matching Gifts Program	\$200.92	General School Supplies
Hi-Mount School	United Healthcare Group	\$1,000.00	General School Supplies
Keefe Ave. School	Mike Winghart*	\$100.00	General School Supplies
Keefe Ave. School	St. Mark AME	\$60.00	Three Uniforms for Students
King HS	Mr. Michael Dudor & Mrs. Tamie Dudor	\$50.00	General School Supplies
King HS	Mr. Michael Carroll & Mrs. Pamela Carroll	\$100.00	General School Supplies
King HS	Mr. James P. Meyers & Mrs. Mirta E. Meyers	\$100.00	General School Supplies
King HS	Ms. Nola Morrell	\$75.00	General School Supplies
Kluge School	Crossway Church	\$500.00	General School Supplies
LaFollette School	Outsource America, Inc.	\$1,000.00	Junior Achievement Field Trip
Longfellow School	Tiffany & John Davister	\$100.00	E&Y Employee Donations
Longfellow School	Daniel Clark	\$55.00	E&Y Employee Donations
Longfellow School	Allison Joffe	\$50.00	E&Y Employee Donations
Longfellow School	James F. Somers	\$300.00	E&Y Employee Donations
Longfellow School	Brian Heim	\$60.00	E&Y Employee Donations
Longfellow School	Kimberley A. Donarski & Daniel G. Donarski	\$75.00	E&Y Employee Donations
Longfellow School	Eric A. Sundquist	\$60.00	E&Y Employee Donations
Longfellow School	Alyssa Beulen	\$60.00	E&Y Employee Donations
Longfellow School	Benjamin J. Syvertson	\$100.00	E&Y Employee Donations
Longfellow School	Ray & Erika Sawvell	\$100.00	E&Y Employee Donations
Longfellow School	Jason M. Hugues & Sarah E. Hughes	\$275.00	E&Y Employee Donations
Longfellow School	David W. Gay	\$500.00	E&Y Employee Donations
Longfellow School	Brad & Heidi Bertler	\$500.00	E&Y Employee Donations
Longfellow School	Julie A. Hahn	\$100.00	E&Y Employee Donations
Longfellow School	David R. Lawlor	\$204.92	E&Y Employee Donations
MacDowell Montessori	Nayla Lynk	\$20.00	General School Supplies, Room 300
MacDowell Montessori	Jaeden Hall	\$20.00	General School Supplies, Room 300
MacDowell Montessori	Jennifer Curtis-Polzer	\$20.00	General School Supplies, Room 300
MacDowell Montessori	Roy Schuster, Jr.*	\$300.00	Gift from Class of 1982
Milw. HS of the Arts	Zoological Society	\$300.00	Performance at Dinner
Milw. School of Languages	Deutscher Sprach-und Schulverein (DSSV)	\$2,000.00	General School Supplies — German Class

Location	Donor	Amount	Gift or Purpose
Milw. Sign Language School	Action for Healthy Kids	\$325.00	Saputo Grant
Morgandale School	The Kula Foundation*	\$8.15	BFBS Donation — General School Use
North Division HS	North Shore Educators Ins. Agency	\$200.00	PBIS Program Activities Support
Obama School of Career and Technical Education	Lovejoy Controls Corporation	\$3,000.00	Lovejoy Controls Clubs — Robotics
Rogers Street Academy	Wisconsin Milk Marketing Board, Inc.	\$1,000.00	Fuel Up to Play 60 Program
Sherman School	The Kula Foundation	\$0.75	BFBS Donation — General School Use
South Div. HS	Mrs. Marilyn Swiontek*	\$3,000.00	Funds for FCCLA Activities
Spanish Imm. School	Cancer Society	\$500.00	Mindfulness
Trowbridge School	Roberta Drews	\$150.00	Madison Field Trip
Trowbridge School	Jolene Plautz	\$30.00	Madison Field Trip
Trowbridge School	Sharon Cook	\$100.00	Madison Field Trip
Trowbridge School	Kenneth Krei	\$200.00	Madison Field Trip
Trowbridge School	Patricia Cadorin	\$50.00	Madison Field Trip
Trowbridge School	James Villa	\$100.00	Madison Field Trip
Trowbridge School	Dennis Cook	\$100.00	Madison Field Trip
Trowbridge School	SJA Financial Advisory, LLC	\$400.00	Madison Field Trip
Trowbridge School	Theresa Reagan	\$100.00	Madison Field Trip
Trowbridge School	Paula Ann Lucey	\$125.00	Madison Field Trip
Victory School	The Kula Foundation	\$19.06	BFBS Donation — General School Use
Victory School	Annette Robertson	\$45.00	Basketball Fees
Washington HS of I.T.	Thomas Genske	\$100.00	Boys Basketball Team Expenses
Washington HS of I.T.	Ron & Georgia Glaser	\$490.00	Boys Basketball Team Expenses
Washington HS of I.T.	Miller & Miller — James Miller	\$500.00	Boys Basketball Team Expenses
Whittier School	Kohl's Department Stores, Inc.	\$500.00	Equipment and Supplies
Wisconsin Conservatory	Foley & Lardner LLP	\$1,167.54	Readers Program
Wisconsin Conservatory	*The Kula Foundation	\$0.83	BFBS Donation — General School Use
	<i>Total Monetary Donations</i>	<i>\$31,959.09</i>	
<i>Non-Monetary Donations</i>			
MacDowell Montessori	Donors Choose	\$464.35	Donors Choose Knitting Supply
MacDowell Montessori	Donors Choose	\$111.93	Donors Choose Batteries
MacDowell Montessori	Donors Choose	\$307.51	Donors Choose Jerseys
MacDowell Montessori	Donors Choose	\$723.66	Donors Choose Calculators
MacDowell Montessori	Donors Choose	\$611.29	Donors Choose Sound Equipment
MacDowell Montessori	Donors Choose	\$723.66	Donors Choose Calculators
MacDowell Montessori	Donors Choose	\$471.32	Donors Choose Speech Supplies
MacDowell Montessori	Donors Choose	\$500.96	Donors Choose Special Needs
MacDowell Montessori	Jennifer Cathers-Wilson	\$30.00	Pet Supplies, Room 300
MacDowell Montessori	Donors Choose	\$699.60	Donors Choose Yoga Mats
MacDowell Montessori	Donors Choose	\$318.19	Donors Choose Speech Supplies
Allen-Field School	Donors Choose	\$946.45	Library Space, 3rd-Grade Room 212
Congress School	Linda's Kids, Inc.	\$15.00	Clothes
French Imm. School	Anonymous	\$10.00	Jump ropes
French Imm. School	Torrey Lauer & Michael Pickett	\$200.00	Backpacks & School Supplies
Meir School	Donors Choose	\$1,181.86	Donors Choose Classroom Supplies
Meir School	Donors Choose	\$727.52	Donors Choose Subscription
Meir School	Donors Choose	\$453.84	Donors Choose Books & Rug
Meir School	Donors Choose	\$272.05	Donors Choose Music Supplies
Meir School	Donors Choose	\$250.10	Donors Choose Grammar Supplies
Meir School	Donors Choose	\$386.62	Donors Choose Posters Area Rug
Hamilton HS	Donors Choose	\$540.65	Swim Fins
Hartford University School	William Blair & Company, LLC	\$499.00	Furniture
Hawthorne School	Donors Choose	\$598.00	Speech Therapy Materials

Location	Donor	Amount	Gift or Purpose
Keefe Ave. School	Donors Choose	\$249.38	Donors Choose Classroom Supplies
Keefe Ave. School	Donors Choose	\$61.73	Batteries
Keefe Ave. School	Donors Choose	\$323.88	Scholastic News
Keefe Ave. School	Donors Choose	\$213.44	Donors Choose Classroom Supplies
Kluge School	Donors Choose	\$105.26	Makanu Ukulele Gig Bag/Strings
Kluge School	Donors Choose	\$781.08	Mv40 Soprano Ukuleles
Kluge School	Donors Choose	\$175.65	Dry Erase Lapboards/Erasers/Markers
James Groppi HS	Donors Choose	\$742.51	Water, Food & Hygiene for Students
James Groppi HS	Donors Choose	\$610.01	Non-perishable Food
Maple Tree School	West Granville Presbyterian Church	\$638.24	School Supply Drive
Marshall HS	Linda's Kids, Inc.	\$35.00	Books
North Division HS	Donors Choose	\$569.19	Art Silk Screening Supplies
North Division HS	Donors Choose	\$367.02	Art Drying Racks
North Division HS	Donors Choose	\$505.84	Mindfulness Resources
Pierce School	Donors Choose	\$470.34	Donors Choose Music Supplies
Pierce School	Society of St. Vincent de Paul	\$1,100.00	Donors Choose Classroom Supplies
Pierce School	Donors Choose	\$500.72	General School Supplies
King HS	Mary Radspinner	\$300.00	Sheet Music
Riverside HS	Donors Choose	\$247.91	Fan, Sharpener, Kleenex and Wipes
Riverside HS	Donors Choose	\$562.67	Books for English 11
Riverside HS	Donors Choose	\$441.88	Document Camera for English
River Trail School	Donors Choose	\$1,117.47	Support for River Trail
River Trail School	Donors Choose	\$1,101.98	Materials to Support Classroom
River Trail School	Donors Choose	\$197.20	Support for River Trail School
River Trail School	Donors Choose	\$168.50	Support for River Trail School
River Trail School	Donors Choose	\$704.15	Materials to Support Classroom
River Trail School	Donors Choose	\$1,112.01	Support for River Trail School
Roosevelt Middle School	Donors Choose	\$191.64	Fan, Hanging Folders, and Dividers
Milw. Sign Language School	Donors Choose	\$485.59	Anti-Bullying Supplies
Marvin Pratt	Johnson Controls	\$200.00	New HP Printer
Thurston Woods	Donors Choose	\$319.45	Kids Kore Wobble Chairs
Thurston Woods	Donors Choose	\$279.96	Wobble Chairs-Donors Choose
Total Value of Donations for November		\$206,382.35	
Total Non-Monetary Donations		\$25,923.26	
*Donations from MPS Alumni		\$3,441.75	

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchase, and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

### **(Item 4) Action on the Award of Exception-to-Bid Requests**

Exception Authorization to Extend a Contract with Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools

The Administration is requesting authorization to extend the contract with Milwaukee Education Partnership, Inc. ("MEP"), to support MPS's efforts to enhance the quality of teaching and learning in Milwaukee Public Schools. The broad initiative of the MEP is to ensure that every child in MPS is performing at or above grade level in reading, writing, mathematics, and science through shared responsibility for student success. The framework for the initiative is a balanced, comprehensive literacy program that provides skills development

across all curricular areas and focuses on reading, writing, listening, speaking, deep thinking, and research skills. Programmatic initiatives include professional development for teachers and administrator professionals, as well as enhancement of students’ characters and academic skills.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

The original contract provided for two one-year options to extend if certain performance metrics were met. MEP has met the performance metrics codified in the contract; therefore, MPS is exercising the second option-year for the contract.

The second contract extension will run from December 1, 2017, through June 30, 2018. The total cost of the contract in this extension year will not exceed \$75,000.

Budget Code:	SDV-0-0-CTG-DW-EIDU (Membership/Dues — Individual Staff Development).....	\$75,000
Milwaukee Education Partnership, Inc.		
HUB Participation		
	Required.....	0%
	Proposed .....	0%
	\$ Value.....	N/A
Student Engagement (hours per 12-month contract)		
	Paid Student Employment-hour Commitment .....	0
	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 contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

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

Director Miller moved to refer this item back to the Committee on Accountability, Finance, and Personnel for further consideration at its December 2017 meeting.

The motion prevailed, the vote beings as follows:

- Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
- Noes — 0.

\* \* \* \* \*

**(Item 5) Action on Monthly Facilities Matters: FMS Award of Material Purchase and Professional Services Contract Committee’s Recommendation**

**Background**

Recommended for the Board’s approval at this meeting are:

- Material Purchase Requested for Approval:
  - A.O. Smith Corporation/Aquasana, Inc., for water filter assemblies for various MPS sites; Code FAR 00 ECC DW ECNC8 ..... \$ 513,358.00
- Professional Services Contract Requested for Approval:
  - Foundation Architects, LLCm for design services for remodeling at Pulaski High School; Code FAR 00 RDP PK ECNC ..... \$ 68,825.00.

**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:

- Total Material Purchase Requested ..... \$ 513,358.00
- Total Professional Services Contracts Requested ..... \$ 68,825.00

**Implementation and Assessment Plan**

Upon approval by the Board, materials will be purchased and contracts implemented.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the material purchase and the professional services contract as described above and as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 6) Action on Resolution 1718R-007 by Director Bonds Regarding a District-Wide Assessment of Substitute Teachers**

**Background**

At its regular meeting in September 2017, the Board referred Resolution 1718R-007 to its Committee on Accountability, Finance, and Personnel.

- WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals states, “Wherever students are learning is the most important place in the district” and “Educators and school staffs have high expectations for all students and provide the foundation for their academic success” as core beliefs; and
- WHEREAS, Substitute teachers are critical to ensuring stability and continuity in the classroom; and
- WHEREAS, Administrative Policy 6.23, Recruitment and Hiring: Staff, states, “The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly qualified personnel for all positions”; and
- WHEREAS, The Milwaukee Public Schools, like many other urban school districts, has experienced increased difficult in attracting and retaining highly-qualified personnel for certain hard-to-fill positions, (e.g., bilingual teachers, Montessori-trained staff, tech ed staff, certified math and science teachers); and

WHEREAS, In 2016, the Milwaukee Public Schools began contracting with an outside agency to augment existing efforts to recruit hard-to-fill positions; and

WHEREAS, The district’s current contract to assist in recruiting for hard-to-fill positions is set to expire on December 31, 2017; and

WHEREAS, It is necessary for the district to find a long-term, sustainable solution to the difficulty in recruiting and retaining qualified substitute teachers, now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of substitute teachers; and be it

FURTHER RESOLVED, that the analysis include:

- trends in MPS teacher absenteeism, disaggregated by demographics, school, subject area, years of services, etc.;
- analysis of the recruitment and hiring processes for MPS substitute teachers;
- analysis of the dispatching process for substitute teachers in MPS schools;
- analysis of the current MPS substitute teacher pool, disaggregated by demographics, years of service, numbers of hours worked, etc.;
- analysis of assignment fill rates, disaggregated by school, subject area, etc.;
- comparison of current fill rates to fill rates prior to February 1, 2016; and
- analysis of best practices in substitute teacher recruitment, retention, and dispatching in comparable school districts; and be it

FURTHER RESOLVED, that a report detailing the findings of the analysis be provided to the no later than the November 2017 Board cycle.

The Office of Accountability and Efficiency agrees with the intent of the resolution and is recommending its adoption, with the only adjustment being that the findings of the analysis be provided no later than the March 2018 Board cycle.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide assessment of substitute teachers.

**Committee’s Recommendation**

Your Committee recommends that the Board adopt Resolution 1718R-007 by Director Bonds, with the last resolved amended as below:

FURTHER RESOLVED, That a report detailing the findings of the analysis be provided to the no later than the ~~November 2017~~ March 2018 Board cycle.

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

\* \* \* \* \*

**(Item 7) Action on a Request to Rename Trowbridge Street School of Discovery and Technology to Trowbridge Street School of Great Lakes Studies**

**Background**

Trowbridge Street School of Discovery is a traditional elementary school which serves students in kindergarten through eighth grade. The school is situated just 2.5 blocks from Lake Michigan — the MPS

school closest to this educational and environmental resource. The Trowbridge school community has worked together to add to and to enhance the curricular focus to one of Great Lakes Studies.

On October 30, 2007, the Milwaukee Board of School Directors formally approved the extension of the school’s technology-and-discovery curriculum to include the Great Lakes studies curriculum.

On October 20, 2017, Principal Tom Matthews submitted a letter to the Superintendent requesting that the school be renamed Trowbridge Street School of Great Lakes Studies to make the school’s curriculum more recognizable. The schools administration surveyed parents, students, and staff in regard to this proposed name-change with the option of Great Lakes versus Fresh Water Studies. The majority of the school’s stakeholders chose Trowbridge Street School of Great Lakes Studies.

\_\_\_\_\_Trowbridge also meets the criteria set forth in Administrative Policy 5.01, Facilities, which includes a section (6) on the naming of school facilities:

- b. Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name-change shall be brought to the Board through the local governance structure of the school.

The Administration has adhered to Administrative Policy 5.01, especially relative to allowing school communities pursuing a name-change the autonomy to select one through a collaborative process through the local governance structure of the school and bringing proposed name-changes to the Board for approval.

**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 5.01, Facilities

**Fiscal Impact Statement**

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This item does not authorize expenditures. Any costs associated with the name-change will be absorbed in the school’s FY18 budget.

**Implementation and Assessment Plan**

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Upon approval by the Board, the Administration will work with the school to implement the name-change.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve renaming Trowbridge Street School of Discovery and Technology to Trowbridge Street School of Great Lakes Studies.

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

\* \* \* \* \*

**(Item 8) Report with Possible Action on FY17 & FY18 Grant Development Activities**

Your Committee reports having received the following report from the Administration. Although this item has been noticed for possible action, no action is required.

**Administration’s Report**

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- 1. The table below details comparisons of the FY16 and FY17 funding requested from and funded by federal, state, and private sources.

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
FY16	1 <sup>st</sup>	22	13	0	9	\$17,926,469	\$14,603,914
	2 <sup>nd</sup>	25	13	0	12	\$3,442,945	\$3,312,920
	3 <sup>rd</sup>	12	8	0	4	\$12,387,534	\$12,181,526
	4 <sup>th</sup>	29	22	0	7	\$18,844,245	\$4,831,603
	Year to Date:					\$52,601,193	\$34,929,963
FY17	1 <sup>st</sup>	34	22	0	12	\$6,260,514	\$4,622,317
	2 <sup>nd</sup>	76	59	0	17	\$1,702,882	\$1,371,585
	3 <sup>rd</sup>	24	20	1	3	\$19,256,371	\$19,162,445
	4 <sup>th</sup>	37	20	13	4	\$46,484,887	\$12,289,990
	Year to Date:					\$73,704,654	\$37,446,337

2. The table below details the FY18 funding requested from federal, state, and private sources in the first quarter.

Fiscal Year	Quarter	Number of Grants				Dollars	
		Requested	Funded	Pending	Declined	Requested	Funded
FY18	1st	34	7	27	0	\$27,284,221	\$34,200

3. The Administration places emphasis on supporting school-led grant applications to meet the special-project and programming needs of schools. In FY17, 200 school-based grant applications were submitted, with 161 awards for a total of \$905,341 to-date.

4. The Administration also focuses largely on increasing state and federal funding awards to support innovative and impactful programs across the district. As an example, MPS recently received a grant award from the Wisconsin Department of Workforce Development to increase youth-apprenticeship enrollment to 250 students. In the previous year, this grant supported youth apprenticeships for 44 students.

5. The Administration continues to value and facilitate numerous partnership grants in which external organizations are the fiscal agents. Through the first quarter of FY18, MPS supported 18 partnership grant applications.

6. The Administration offers tiered levels of grant-writing professional development to meet the needs and interest levels of MPS personnel. Grant-development staff facilitate a nine-week, graduate-level advanced grant writing course each fall, which currently has ten voluntary participants. In addition, the first bi-monthly, two-hour Basics of Grant Writing Workshop is scheduled for November 9, 2017.

7. In FY17, the District applied for \$73.7 million through 171 grant applications, with a total of \$37.4 million having been awarded to date, and 14 applications still pending.

8. In FY18, the District applied for a total of \$27.3 million through 34 competitive grants during the first quarter. Total grant awards and sub-awards received by the District from these applications total \$34,200 to-date, with 27 applications still pending.

**Strategic Plan Compatibility Statement**

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement

**Fiscal Impact Statement**

This item does not authorize expenditures.

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**(Item 9) Action on Adoption of a Resolution to Carry Over MPS’s 2010 Qualified School Construction Bond (QSCB) Allocation**

**Background**

In March 2010, the Department of the Treasury, pursuant to the American Recovery and Reinvestment Act, allocated to MPS, as a Large Local Educational Agency, \$72,933,000 of Qualified School Construction Bond (QSCB) borrowing authority. The allocation is effective for QSCBs issued after March 17, 2010.

Beginning in December 2010 and annually thereafter, the Board has documented its desire to carry forward this authority to the subsequent year by approving a resolution to do so.

\$38,000,000 was used in June 2015 for bonds pursuant to this allocation; therefore, the remaining \$34,933,000 of the 2010 allocation that is not issued by December 31, 2017, should be carried forward to calendar year 2018.

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06, Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

It is the understanding of MPS and its bond counsel that the legislation authorizing the 2010 Qualified School Construction Bond allocation to MPS does not identify an expiration of the authority to use the 2010 allocation. Nevertheless, it is considered favorable for future purposes to document by adoption of a resolution the Board's intent and desire to carry forward any unused QSCB borrowing authority.

The Board's approval of this item and the resolution within it will document the Board's intent to preserve and carry forward any unissued portion, as of December 31, 2017, of the \$34,933,000 of Qualified School Construction Bond (QSCB) borrowing authority that was awarded to Milwaukee Public Schools in 2010 by the U.S. Department of the Treasury pursuant to the American Recovery and Reinvestment Act.

### **Committee's Recommendation**

Your Committee recommends that the Board adopt the following Resolution and approve the carryover of any unissued portion, as of December 31, 2017, of the \$34,933,000 of 2010 Large Local Education Agency Qualified School Construction Bonds borrowing authority awarded Milwaukee Public Schools pursuant to Internal Revenue Service Notice 2010-17.

Whereas, the Internal Revenue Service Notice 2010-17 allocated \$72,933,000 of Qualified School Construction Bond (QSCB) volume cap (2010 allocation) to Milwaukee Public Schools (MPS) as a Large Local Education Agency. Such amount is allocated to MPS pursuant to Section 54F(d)(2) of the Internal Revenue Code (Code) relating to QSCBs; and

Whereas, 54F(e)(2) of the Code relating to QSCBs permits the carryover of amounts allocated pursuant to section (d)(2); and

Whereas, MPS has used \$38,000,000 of the 2010 allocation; and

Whereas, MPS may issue up to \$34,933,000 before December 31, 2017; and desires to carry over the remaining allocation to 2018; now, therefore, be it

Resolved by the Milwaukee Board of School Directors that it hereby carries over to 2018 any unissued portion, as of December 31, 2017, of the \$34,933,000 of 2010 Large Local Education Agency Qualified School Construction Bonds borrowing authority awarded Milwaukee Public Schools pursuant to Internal Revenue Service Notice 2010-17 and authorizes the Administration to make such additional findings and take such additional actions, including but not limited to the filing of forms with the IRS, as may be considered necessary or advisable to effectuate the purposes of this resolution.

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

\* \* \* \* \*

**(Item 10) Action on a Request to Adopt a Resolution and Approve the Issuance of Qualified School Construction Bonds (QSCB) in an amount not to exceed \$34,933,000 and to Authorize the Approval and Execution of Documents and Certain Related Matters**

**Background**

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In March 2010, the Department of the Treasury, pursuant to the American Recovery and Reinvestment Act, allocated to MPS, as a Large Local Educational Agency, \$72,933,000 of Qualified School Construction Bond (QSCB) borrowing authority. The allocation is effective for QSCBs issued after March 17, 2010. Beginning in December 2010 and annually thereafter, the Board documented its desire to carry forward this authority to the subsequent year by approving a Board Resolution to do so.

\$38,000,000 was used in June 2015 for bonds pursuant to this allocation, leaving available \$34,933,000 of borrowing authority from the 2010 Allocation.

Proposed federal tax plan changes would repeal the rules related to tax credit bonds, such as QSCBs, effective January 1, 2018; however, holders and issuers of bonds issued before January 1, 2018, would continue receiving tax credits and payments for tax credit bonds. At the QSCB tax-credit rate effective November 9, 2017, this amounts to a potential lost interest subsidy of approximately \$1.4 million annually, before sequestration reductions.

**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 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

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Issuing QSCBs before January 1, 2018 will allow the Board to borrow up to \$34,933,000 to fund construction projects with little or no interest cost to the district. The maximum maturity of the bonds will be 33 years. The term of the payback will be determined based on the Internal Revenue Service's rules in effect on the date of issuance.

This item authorizes expenditures. Bond issuance costs in an amount not to exceed 2%, or \$698,660, will be funded from the bond proceeds and charged to account FAR-0-0-MMS-DW-EACL, debt administrative costs. Estimated annual administrative cost of \$2,100 over the term of the debt will be charged to account ODB-0-0-DBT-DW-EACL.

**Implementation and Assessment Plan**

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Adoption of the Resolution, as attached to the minutes of your Committee's meeting, for the issuance of redevelopment lease revenue bonds by the Redevelopment Authority of the City of Milwaukee (RACM) as QSCBs in an amount not to exceed \$34,933,000 and matters related thereto for Milwaukee Public Schools will provide MPS with funding for QSCB projects that includes addressing deferred maintenance needs. A list of proposed projects is attached to the minutes of your Committee's meeting.

If approved, the Administration will work with the City and the Financing Team (Piper Jaffray, Katten Muchin Rosenman LLP, Hurtado Zimmerman SC, and Public Financial Management) to issue bonds prior to January 1, 2018, to maintain the tax credit payment rules currently in effect for QSCBs.

**Committee's Recommendation**

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Your Committee recommends that the Board adopt the resolution, as attached to the minutes of your Committee's meeting, relative to the issuance of Qualified School Construction Bonds (QSCB) in an amount not to exceed \$34,933,000 and authorize the approval and execution of documents and certain related matters.

At the request of the Board's legal counsel, the Administration has submitted a revised resolution subsequently to your Committee's meeting. The revised resolution has been provided under separate cover.

Director Bonds moved to adopt the revised resolution to authorize the issuance of redevelopment lease revenue bonds by the Redevelopment Authority of the City of Milwaukee (RACM) as QSCBs in an amount not to exceed \$34,933,000 and matters related thereto for Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.  
Noes — 0.

\* \* \* \* \*

**(Item 11) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Contract with U.S. Bank National Association for Enterprise Banking Services**

**Background**

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with U.S. Bank National Association to perform the banking services of the District.

In accordance with 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services; instead, these services will be obtained pursuant to Wisconsin State Contract 505ENT-M08-ENTBANKING-01, which resulted from a competitive selection process by the State of Wisconsin. Given the significant start-up costs and new processes and procedures inherent in a banking relationship, the contract will run for a five-and-a-half year term; from March 25, 2018, to June 30, 2023.

The total cost of the contract will not exceed \$20,600 annually. This expenditure will be offset by interest earnings and earning credits on the average daily balances on deposit with the bank. The combination of the earnings credits and interest earnings, offset against the cost of banking services, will result in the lowest net cost of services to the District.

**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**

FSC-0-0-BSF-DW-EDDU (Contract — Board Funding) = \$113,300

**Implementation and Assessment Plan**

Upon approval by the Board, the contract 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 waiver and contract as set forth in the attachments to your Committee’s meeting.

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

\* \* \* \* \*

**COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

Director Harris 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 Implementation of the MPS Equity Policy**

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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On August 31, 2017, the Milwaukee Board of School Directors unanimously passed an Equity Policy which had been created by the MPS Equity Commission in response to Resolution 1617R-006 by Directors Bonds and Harris. Since the adoption of the policy, the Equity Commission met on September 14, 2017, to review the policy and to identify equitable actions that were already underway, as well as areas in which support can be developed to provide guidance on ways for our organization to realize the policy points. Next steps include calling groups together around the policy points while working closely with the district’s Strategic Plan Manager to coordinate the work groups’ meetings. The work groups will flesh out the guidance to make the procedure points practical. These teams will include all stakeholders in the process.

This update includes highlights of current equity work underway. Equity work has been prioritized as the first line of effort on the district’s Strategic Plan. A major part of implementing our equity policy successfully is educating our organization on what *equity* means. Current education efforts include establishing our first cohort of Culturally-Responsive Teacher Fellows; collaborating with Violence Prevention and Project AWARE to develop restorative practices training for school administrators; launching the Education, Equity & Empowerment Speaker Series; and facilitating culturally-responsive strategies at New Educators Institute and Customer Service Level III Training.

In addition to education efforts, our equity work has been aligned with the Department of Black and Latino Male Achievement, the Panasonic LAP work group, and the Office of Human Resources to create the district’s required DPI Equitable Teacher Distribution Plan. We have started to coordinate gender-inclusion supports already within the district and those outside of the district to create on-the-ground support for students to have safe advocates in schools. Faculty has also completed a preliminary inventory to address gender-inclusive restroom access. This work will be connected to the long-range facility planning project.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

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N/A

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**(Item 2) Report with Possible Action on the Milwaukee Outdoor Recreation Facilities Master Plan**

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 2014, the district retained a consultant to conduct a review of its existing outdoor recreational facilities and to provide a roadmap for improvements to the playfields that will span a ten-year timeframe. The result was the Milwaukee Outdoor Recreation Facilities Master Plan (Master Plan). The purpose of the planned projects is to address the community's current and future recreational needs by upgrading 52 playfields and fieldhouses maintained by the Department of Recreation and Community Services. These efforts will assure the highest level of service and safe utilization to users.

The report attached to the minutes of your Committee's meeting provides an update of the Master Plan's projects.

## **Strategic Plan Compatibility Statement**

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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 and Mission

## **Fiscal Impact Statement**

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This item does not authorize expenditures.

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### **(Item 3) Report with Possible Action on the 53206 Initiative**

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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The 53206 Initiative, which was launched in late spring 2017, was initially developed as a means to address challenges facing students and families attending schools within the 53206 ZIP code. Over the summer, relational meetings further established common ground and understanding between MPS and key partners in 53206.

In August, MPS became aware of a large-scale, highly competitive Department of Education grant opportunity. Work immediately began on an application to support the initial thinking behind the 53206 Initiative and partners were asked to collaboratively work through the grant requirements.

As a result, at present, there are several strands of the 53206 Initiative, all interdependent and focused on maintaining the momentum of the work in 53206.

In collaboration with MPS and multiple community partners, the Dominican Center applied for the grant funding for the "53206 Promise Partnership," a several-million-dollar, highly competitive federal grant that is expected to be awarded in February 2018. The grant proposal is focused on establishing a pipeline of coordinated services, filling gaps, and making connections across programs, public schools, health care, and advocacy efforts. Supporting public schools as anchors in the community through the community schools model is a key design principle of the proposal. Per the proposal, the significant, long-term outcome is the development of a system of collaboration that ensures a continuum of services are accessible, accountable, and driven by resident leadership.

As a result of the initial grant-application process, MPS has moved forward in further developing the relationship with the Dominican Center and key stakeholders. The Dominican Center is serving as the lead agency for work in 53206, with LaNelle Ramey being the project manager within MPS. These two entities have begun work on an outline for a 53206 Advisory Group, which — regardless of the grant decision — will work with multiple stakeholders to align programming within the 53206 ZIP code in service of families.

Throughout the last several months, a cohort of 53206 principals has met monthly to increase collaboration across 53206 schools and to address specific challenges and needs such as coordinated professional development and filling of teacher vacancies. This group has recently drafted a work plan focused on the following areas, and are now aligning specific actions to these objectives:

- a. increasing equity of resources and support;
- b. improving strategic planning and alignment across schools in the 54306 ZIP code;
- c. increasing understanding of the 53206 ZIP codes environment and systems (beyond education);
- d. participating in and/or enhancing advocacy opportunities for students;
- e. shifting the narrative about the 54306 ZIP code; and
- f. caring for families, students, school staff members, and one another.

### **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

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## **COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

Director Falk presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

### **(Item 1) Action on Resolution 1718R-006 by Director Bonds Regarding a District-Wide Equity Audit**

#### **Background**

At its regular meeting of September 2017, the Board referred Resolution 1718-006 to its Committee on Strategic Planning and Budget:

WHEREAS, In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an MPS Equity Policy; and

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, states, “Equity drives all district decision making” as a core belief; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, defines equity as, “an allocation of district resources, supports, and opportunities that is based on the needs of students and staff”; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, outlines six distinct equity goals, including:

- MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences;
- MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, states, “Administrative Procedure 1.06, Efforts to Achieve Equity, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals”; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, outlines practices to be implemented to “ensure an equitable allocation of district resources and to achieve the district’s equity goals,” including:

- monitoring and evaluating the individual needs of schools and distribute resources and effective personnel based on those needs; and

- providing all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs; and

WHEREAS, In order to accurately measure the effectiveness of the practices outlined in Administrative Procedure 1.06, as well as progress towards the equity goals outlined in Administrative Policy 1.06, the district must establish a baseline against which to measure its progress in these areas; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide equity audit to gather baseline data to use as a starting point for measuring progress towards the district's equity goals; and be it

FURTHER RESOLVED, That the equity audit include:

- the use of data disaggregated by race, ethnicity, language, special education needs, gender, sexual orientation, socioeconomic background, and mobility rates;
- analysis of the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support service, to include any necessary differentiation of resource allocations; and
- analysis of the recruitment, hiring, retention, and assignment of high-quality personnel who reflect student demographics at all levels of the District; and be it

FURTHER RESOLVED, That a report detailing the findings of the equity audit be provided to the Board, to include, but not be limited to:

- student-achievement data at each school, disaggregated by race, ethnicity, socio-economic status, English-Language learners, special education, and gifted/talented;
- student enrollment at each school, disaggregated by race, ethnicity, socio-economic status, English Language learners, special education, and gifted/talented;
- student suspension/discipline data for each school and student average daily attendance for each school;
- the amount of federal funding for each school;
- the annual funding allocated to each school outside of federal funding;
- the number of highly-qualified teachers at each school, as defined by the Wisconsin Department of Public Instruction;
- the experience-levels of teachers at each school;
- the teacher-retention rate at each school; and
- a description of the condition of each school facility; and be it

FURTHER RESOLVED, that the report be provided to the Board no later than the February 2018 Board cycle.

The Office of Accountability and Efficiency agrees with the intent of the resolution and is recommending its adoption.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 1.06, Equity in MPS

#### **Fiscal Impact Statement**

This item does not authorize expenditures.

#### **Implementation and Assessment Plan**

Upon approval by the Board, the Office of Accountability and Efficiency will move forward with completing the district-wide equity audit.

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

Your Committee recommends that the Board adopt Resolution 1718R-006 by Director Bonds, with a report be brought to the Board by June 2018.

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

\* \* \* \* \*

**(Item 2) Report with Possible Action on the Planning of 2018-19 Budget Parameters**

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 Board, by state statute, is required to adopt an annual budget.

The MPS community is beginning the process of defining budget parameters and high-leverage strategies to be used in the planning and development of the 2018-19 (FY19) budget. As part of this process, identifying methods for getting community input and participation will be discussed and implemented. FY19 is the second year of the State's biennial budget cycle. As such, the state parameters are known.

The following items have been preliminarily identified to inform the FY19 budget planning:

- (1) prepared based on the adopted State budget; specifically, there will be no annual increase in the per-pupil revenue limit for school districts;
- (2) maximize the revenue limit;
- (3) include a reserve for raises for all employees;
- (4) allocate funds to schools in a manner that preserves or decreases class size; and
- (5) identify necessary spending reductions to maintain a balanced budget.

In addition, high-leverage strategies to improve student achievement are being considered that will impact on the budget, including, but not limited to, the following:

- (1) three-tiered busing;
- (2) one instructional calendar;
- (3) the Long-Range Facilities Master Plan;
- (4) initiatives to celebrate our students and schools;
- (5) the Regional Development Plan/program offerings; and
- (6) programmatic placement and alignment.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

This item does not authorize expenditures. The fiscal impact will depend on later action of the Board in adopting the budget.

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**COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

Director Voss 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) Report with Possible Action on South Accelerated Academy**

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 order to improve student outcomes and to address issues of inequity in our district, Milwaukee Public Schools has engaged in a multi-year strategic-planning-and-execution process. The eight objectives serve as the outline of the actions and initiatives found within our Strategic Plan. Objective Four focuses on re-thinking our secondary schools. As part of this work, initiative has been taken to establish alternative pathways by which at-risk students may graduate.

In February 2017, the Milwaukee School Board of Directors approved the opening of South Accelerated Academy, a 100-student alternative school that services students who formerly had been enrolled at South Division High School. South Accelerated Academy implements the Competency-Based Curriculum to provide students with personalized pathways toward graduation.

As part of its action, the Milwaukee School Board of Directors requested quarterly reports on the progress of South Accelerated Academy. This item provides an overview of the school’s current progress, including composition, school data, progress, and next steps.

The South Accelerated Academy, located in the South Division High School building, has a total of 75 students, all of whom meet at-risk criteria of being overage-age and under-credited. The average student’s age is 17 years, three months, and average credits are 8.4.

There are additional students waiting to be admitted, but they still need parental consent and/or IEP meetings.

South Accelerated Academy has four certified staff with alternative licenses and one special education teacher from South Division.

Action strategies include implementing a blended-learning approach to meet individual students’ needs such as competency-based curriculum, personalized blended learning (PBL), and the online course Kahn Academy for Math.

Collaboration with the host site includes professional development, enrollment and student support services, and content experts — in addition to collaboration with Vincent Accelerated Academy.

Next steps include further professional development for PBL and defining the level of rigor for meeting standards.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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N/A

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**(Item 2) Report with Possible Action on Vincent Accelerated Academy**

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 order to improve student outcomes and to address issues of inequity in our district, Milwaukee Public Schools has engaged in a multi-year strategic-planning-and-execution process. The eight objectives serve as the outline of the actions and initiatives found within our Strategic Plan. Objective Four focuses on re-thinking our secondary schools. As part of this work, initiative has been taken to establish alternative pathways by which at-risk students may graduate.

In February 2017, the Milwaukee School Board of Directors approved the opening of Vincent Accelerated Academy, a 100-student alternative school that services students who formerly had been enrolled at Vincent High School. Vincent Accelerated Academy implements the Competency-Based Curriculum to provide students with personalized pathways toward graduation.

As part of its action, the Milwaukee School Board of Directors requested quarterly reports on the progress of Vincent Accelerated Academy. This item provides an overview of the school’s current progress including composition, school data, school progress, and next steps.

The Vincent Accelerated Academy, located within the Vincent High School building, has 93 total students, all of whom meet the at-risk criteria of being over-age and under-credited. The average student’s age is 17 years, and average credits are 6.8.

There are additional students waiting to be admitted, but they still need parental consent and/or IEP meetings.

Action Strategies include implementing a blended-learning approach to meet individual students’ needs such as competency-based curriculum, personalized blended learning (PBL), and the online course Khan Academy for Math.

Collaboration with the host site includes professional development, enrollment and student support services, and content experts, in addition to collaboration with South Accelerated Academy.

Next steps include further professional development for PBL and defining the level of rigor for meeting standards.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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N/A

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**(Item 3) Report with Possible Action on College and Career Centers**

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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During the 2016-17 school year, the College and Career Centers (CACCs) began a transitional process from two external centers to centers within 20 traditional high schools. The switch from external sites to sites within high schools is not just about change in locations, but also a change in the daily work and mission of the Centers. The transition has moved the CACCs from being independent centers to centers that are not only physically integrated into schools, but also integrated into the work of the different areas within the Department of College & Career Readiness.

Each Center follows the same physical template in terms of equipment, color scheme, decorations, and furniture choices. The size and shape of each may vary from school to school based on the room, but they all have the same distinct feel. The CACCs are all staffed the same with either a full- or part-time planning assistant, depending on enrollment. Additionally, the services provided to students at each CACC are similar across schools. The staff at the Centers are supervised by a district coordinator.

The CACCs are first and foremost about direct student-level support. The key component for increased student success is the availability at the schools for students to receive additional individual and small-group support through the CACC on tasks associated with college and career readiness. The tasks themselves are led by different areas within the Department of College & Career Readiness, which include career and technical education, extended learning opportunities, GEAR UP, and school counseling. The following items are some examples of the different tasks:

- completion of and assistance with FAFSA
- completion of and assistance with scholarships
- completion of and assistance with college applications
- completion of and assistance with college essays
- exploration of Career Cruising and completion of My Plan

- support with writing resumes
- assistance with and follow-up to applications for youth apprenticeships, internships, and employment
- follow-up to student checklists
- assistance with Inspire
- assistance with the Khan Academy.

The CACCs are the lead for other activities and tasks such as Passport to Adulthood, Remind App (grades 11 and 12), and the Fresh Coast Classic College and Resource Fair.

It is critical to maintain the connection between the work of the CACCs and the work of the Department of College and Career Readiness to ensure future students’ success in accessing and successfully completing postsecondary educational opportunities. The coordinator and CACC planning assistant for the school meet with the school counselors and principal at each school to develop a working relationship. Critical to success is the development of strong partnerships between CACC and school staff. Building strong relationships and an understanding of each high schools leadership team will lead to more support of the College and Career Centers’ work.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.32, Comprehensive School Counseling Program

**Fiscal Impact Statement**

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This item does not authorize additional expenditures. The College and Career Centers are funded in the FY18 budget and through grants from the General Electric Foundation and Great Lakes Foundation.

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**(Item 4) Action on Resolution 1718R-005 by Director Bonds Regarding the GPA Requirement for Extracurricular Activities**

**Background**

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At the Board’s regular meeting on September 29, 2017, Resolution 1718R-005 by Director Bonds, regarding the grade-point-average requirement for participation in extracurricular activities for all high-school students, was referred to the Committee on Student Achievement and School Innovation.

- WHEREAS, Research has indicated that participation in extracurricular programs increases academic achievement and promotes higher grade-point averages, better attendance records, lower dropout rates, and fewer disciplinary problems; and
- WHEREAS, Students who participate in extracurricular activities tend to engage less in criminal activities during after-school hours, develop higher self-esteem, and experience decreased incidences of teen pregnancies; and
- WHEREAS, Extracurricular activities also generate positive school spirit and contribute towards the creation of a cohesive student body; and
- WHEREAS, Extracurricular activities are inherently educational in nature, providing valuable, practical lessons for success in higher education and work, such as teamwork, good sportsmanship, winning and losing graciously, and the concept that working together creates a product of which the participants can be proud; and
- WHEREAS, Through participation in extracurricular activities, students learn self-discipline, build self-confidence, learn time-management skills, become better organized, and learn how to be part of a diverse group of individuals who are all working towards a common goal; and
- WHEREAS, In recognition of these benefits, in August 2001, the Milwaukee Board of School Directors voted to waive the requirement in Administrative Policy 7.18, Eligibility Criteria, of a minimum 2.0 grade-point average (GPA) for ninth- and tenth-grade students as a part of the pilot program for the Extracurricular Initiative implemented during the 2001-2002 school year, and

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

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

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

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

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

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

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

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

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

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Goal 1, Academic Achievement

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

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Administrative Policy 7.18, Co-curricular and Interscholastic Programs

#### **Fiscal Impact Statement**

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This item does not authorize expenditures.

#### **Implementation and Assessment Plan**

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The Administration will proceed as directed by the Board.

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

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Your Committee recommends that Resolution 1718R-005 by Director Bonds, regarding the GPA requirement for extracurricular activities, be held in committee to allow additional time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

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

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**(Item 5) Action on Resolution 1718R-009 by Directors Bonds and Harris to Create a Success Center for At-risk Students in Grades 4-12**

**Background**

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At the Board's regular meeting on October 26, 2017, Resolution 1718R-009 by Directors Bonds and Harris to create a success center for at-risk students in grades 4-12 at the Daniel Webster Campus was referred to the Committee on Student Achievement and School Innovation:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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The Administration will proceed as directed by the Board.

### **Committee’s Recommendation**

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The Committee recommends that Resolution 1718R-009 by Directors Bonds and Harris to create a success center for at-risk students in grades 4-12 be held in committee with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

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

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## **(Item 6) Action on Resolution 1718R-010 by Director Bonds to Create a City-wide Comprehensive Computer Science Program**

### **Background**

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At the Board’s regular meeting on October 26, 2017, Resolution 1718R-010 by Director Bonds to create a city-wide, comprehensive computer science program at Obama School of Career and Technical Education, was referred to the Committee on Student Achievement and School Innovation:

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

WHEREAS, Wisconsin continues to see growth in the number of information technology related companies and jobs, with the demand for computing jobs in Wisconsin in 2017 being higher than that for any other occupation category; and

WHEREAS, Wisconsin continues to see a growth in technology companies, such as Epic and Foxconn, coming to Wisconsin, yet there continues to be a shortage in the workforce for technology related jobs including information technology, computer coding, healthcare, advanced manufacturing, and bioagriculture; and

WHEREAS, The growing pace of technology means that the Milwaukee Public Schools must try to anticipate, and prepare students for post-educational opportunities that may not even yet exist; and

WHEREAS, In June 2017, the Wisconsin State Superintendent adopted the Wisconsin Standards for Computer Science; and

WHEREAS, Each district, school, and program is charged with determining the means by which students will meet the Wisconsin Standards for Computer Science; now, therefore, be it

RESOLVED, That the Board direct the Administration to create a city-wide, comprehensive computer science program to be located at Barack Obama School of Career and Technical Education; and be it

FURTHER RESOLVED, That the new computer science program be designed to provide students with the opportunity to study computer science and computer coding in depth to prepare them for career or college; and be it

FURTHER RESOLVED, That the new computer science program include specific emphasis on each of the five conceptual strands outlined in the Wisconsin Standards for Computer Science:

- algorithms and programming;
- computing systems;
- data and analysis;
- impacts of computing; and
- networks and the internet; and be it

FURTHER RESOLVED, That the program begin with the 2018-19 school year; and be it

FURTHER RESOLVED, That the Administration bring a plan for implementation of the new computer science program to the Board no later than the February 2018 Board cycle.

In order to prepare a complete, detailed response to this Resolution, the Administration will need additional time and is, therefore, requesting that it be held in committee to allow staff time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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The Administration will proceed as directed by the Board.

**Committee’s Recommendation**

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Your Committee recommends that Resolution 1718R-010 by Director Bonds to create a city-wide comprehensive computer science program at Obama School of Career and Technical Education be held in committee with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

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

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**REGULAR ITEMS OF BUSINESS**

**(Item A) Reports of the Board’s Delegates**

The Board received the monthly reports of its delegates to the Library Board, to the Milwaukee Education Partnership (MEP), to the Title I District Advisory Council, to the MPS Head Start Policy Council, and to CESA #1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of November 2017 included the following:

**Academic Achievement**

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- Visited various schools and sites, including Lapham Peak and Maple Tree School

**Student, Family, and Community Engagement**

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- Discussed improved continuity of services and expanded opportunities for Milwaukee children and families with local leaders, including:
  - Danae Davis, Executive Director, Milwaukee Succeeds
  - Ellen Gilligan, President and CEO, Greater Milwaukee Foundation
  - Laci Coppins Robbins, Executive Director, Milwaukee Teacher Education Center (MTEC)
  - Milwaukee Fire Department
- Attended various district events, including:
  - Fresh Coast Classic Resource Fair
  - Washington High School Culinary Arts Lab Ribbon Cutting
  - Black and Latino Male Achievement Mentor Luncheon
  - Warm Up Winter at Doerfler School
  - NBA Math at Fifty-Third Street School
- Participated on the Charter School Renewal Committee
- Attended various community-based events, including:
  - Be the Change
  - a meeting of the Milwaukee County's Office on African American Affairs Social Justice
  - Third-grade water safety at Noyes Pool
- Attended the Milwaukee Public Library Board's meeting
- Attended the Milwaukee Public Library Building Development meeting
- Attended the Milwaukee Education Partnership's meeting
- Attended the City of Milwaukee Black Male Achievement Advisory Council's meeting Effective and Efficient Operations
- Met with district leaders to receive updates on district initiatives:
  - Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance
  - Dr. Darienne Driver and Director Larry Miller
- Met with the Panasonic Foundation to discuss partnership with MPS

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## RESOLUTIONS

### Resolution 1718R-011

By Director Bonds

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states,

The Milwaukee Public Schools is committed to an equal employment opportunity and nondiscriminatory workplace, in accordance with the law for all individuals, regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other statutorily protected class or protected activity. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure a diverse workforce representation of our community. Efforts shall be taken in recruitment and in all phases of employment to address under-representation.

and

WHEREAS, Administrative Policy 6.02, Equal Employment Opportunity, states, “Milwaukee Public Schools has an enduring obligation to consider all qualified applicants from our diverse community. This includes, but is not limited to, all decisions made on recruiting, hiring, compensation, benefits, training, education, promotions, transfers, layoffs, discipline, termination, and other conditions of employment”; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, states “The District shall work to recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel”; and

WHEREAS, As one of the largest employers in the City of Milwaukee, Milwaukee Public Schools has an obligation to employ a diverse workforce that is reflective of the City; and

WHEREAS, While the MPS workforce in its entirety roughly mirrors the diversity of Milwaukee, this diversity is not reflected within job positions, job categories, or offices and departments; and

WHEREAS, School boards in the United States and Canada — including Broward County, West Des Moines, Hamilton-Wentworth, and Peel — have used diversity audits to assess the degree to which they are meeting their goals of highly qualified, diverse workforces; now, therefore, be it

RESOLVED, That Board direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce, policies, procedures, and practices; and be it

FURTHER RESOLVED, That the assessment include, but not be limited to, a review of:

- policies, procedures and practices, including those around promotion;
- employee and community perceptions;
- conflicts and complaints;
- legal requirements;
- turnover rates and employee morale;
- workforce demographic data; and
- benchmarking analysis; and be it

FURTHER RESOLVED, That assessment methods include, but not be limited to:

- surveys;
- data review;
- focus groups; and
- individual interviews; and be it

FURTHER RESOLVED, That a report detailing the findings of the analysis and recommendations for improvements in workforce diversification be provided to the Board no later than the March 2018 Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel.

\* \* \* \* \*

**Resolution 1718R-012**

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools states, “The district and its schools will collaborate with students, families, and the community for the benefit of all”; and

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

WHEREAS, The Eight Big Ideas operational plan includes improve organizational processes as a strategic objective in the area of effective and efficient operations with the aim for Milwaukee Public Schools to be a leader in using best practices, systems, and processes equitably and efficiently to align and maximize resources; and

WHEREAS, On February 23, 2017, the Board adopted Administrative Procedure 8.20, Uniforms and Student Dress Code; and

WHEREAS, Administrative Procedure 8.20(4)(a) states,

Permission for a school to opt-out of the uniform policy shall be granted as follows:

- (1) The school shall support its request to opt out of the uniform policy by producing documentation detailing 66 percent of the school community’s agreement among parents and the school governance council.
- (2) A written exemption letter shall be filed with the school’s Regional Superintendent, stating the reasons for its decision by April 1 of the initial implementation year and every year thereafter by January 1. The Regional Superintendent must approve the request to opt out. The decision to opt out will not be put into effect until the following school year.

and

WHEREAS, Producing documentation detailing 66 percent of the school community’s agreement consumes time and resources for schools, school leaders, school personnel, and members of the school community; and

WHEREAS, The current procedure does not provide students and families with the opportunity to be fully informed about a school’s uniform status prior to enrolling in school through early admissions; and

WHEREAS, An annual change to a school’s uniform opt-out status may result in increased costs and confusion for the school and school community’s members; now, therefore be it

RESOLVED, That Administrative Procedure 8.20(4)(a)(2) be amended to read as follows:

A written exemption letter shall be filed with the school’s Regional Superintendent by April 1 of the initial implementation year and by January 1 every five years thereafter, unless the school’s School Engagement Council votes to file a written exemption letter sooner. The Regional Superintendent must approve the request to opt out. The decision to opt out will not be put into effect until the following school year.

and be it

FURTHER RESOLVED, That any school-wide requests to opt out that have been approved for the 2017-18 school year be valid for five years; and be it

FURTHER RESOLVED, That in documentation detailing the school community’s agreement for a school to opt-out of the uniform policy, the school community’s agreement or disagreement with the school’s request to opt out be calculated by considering only those community members who provide active agreement or active disagreement rather than passive agreement or passive disagreement; and be it

FURTHER RESOLVED, That the Administration be directed to inform all school leaders and school communities of changes to the procedure no later than January 1, 2018.

Referred to the Committee on Legislation, Rules and Policies.

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**Resolution 1718R-013**

By Director Voss

WHEREAS, The vision of Milwaukee Public Schools states, “The district and its schools will collaborate with students, families, and the community for the benefit of all”; and

WHEREAS, Administrative Policy 1.01 Vision, Mission, Core Beliefs, states that “Involved families are integral to increasing student achievement” as a core belief and “Student, family, and community engagement” as a goal; and

WHEREAS, Administrative Policy 9.04, Community Involvement in Decision Making, states, “That the school program can better meet the educational needs of children when school personnel recognize that parents and other citizens of the community should serve in a cooperating role of identifying educational needs and the broad goals of achievement for their children”; and

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

WHEREAS, The Eight Big Ideas operational plan includes rethinking high schools as a strategic objective in the area of academic achievement, with the aim that all Milwaukee Public Schools students will graduate on time with personalized pathways to success in college, career, and life; and

WHEREAS, High-school graduation ceremonies are a celebration not only of students’ achievement, but also of student, family, and community engagement; and

WHEREAS, The ceremony is a time for family and friends to give honor to graduates’ accomplishments; and

WHEREAS, The graduation ceremony is the closest thing that most American students have to a rite of passage; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a procedure for scheduling MPS high-school graduation ceremonies on days and at times that are conducive to the highest possible participation by all members of a school community, including students, families, and staff; and be it

FURTHER RESOLVED, That the new procedure include evening or weekend times as the first option for MPS high-school graduation ceremonies; and be it

FURTHER RESOLVED, That the new procedure be implemented in the 2017-18 school year.

Referred to the Committee on Parent and Community Engagement.

The Board adjourned at 9:48 PM.

JACQUELINE M. MANN, Ph.D.  
Board Clerk