

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 13, 2018**

Special meeting of the Board of School Directors called to order by President Sain at 7:16 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

November 8, 2018

To the Members of the Board of School Directors:

At the request of President Mark Sain, a special meeting of the Milwaukee Board of School Directors will be held at 6:30 PM (or immediately following the meeting of the Committee on Parent and Community Engagement), on Tuesday, November 13, 2018, in Room 155 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating and of taking action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Woodward moved to retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(f). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

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

The Board reconvened in open session at 8:50 PM.

Director Falk moved to uphold the decision of the Independent Hearing Officer. The motion passed, the vote being as follows:

Present — Directors Baéz, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Temporarily Absent — Director Woodward — 1.

The Board adjourned at 8:51 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN NOVEMBER 29, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:37 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — None.

Director Sain asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Eldon Hepner, a retired teacher at Bay View High School, who passed away October 29, 2018;
- Mary Margaret P. Jurik, a former MPS teacher, who passed away on October 18, 2018;
- Sandra Parks, an 8th-grade student at Keefe Avenue School, who passed away on November 19, 2018;
- Maximillian Spellecy, a 10th-grade student at Reagan High School, who passed away November 6, 2018; and
- Debora Williams, a staff member at Gaenslen School, who passed away November 4, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Operation Warm “more than a coat”

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:

Operaton Warm
“more than a coat”

More than one in three children in Milwaukee live in families with incomes below the federal poverty line. Such ecessities as warm winter clothing can be hard to provide when food, housing, heat, and healthcare take priority.

Operation Warm is a national nonprofit that creates brand-new, high-quality coats and gives them away to children in need. Operation Warm recognizes and embraces the fact that all children, regardless of their economic situations, deserve brand-new coats.

Operation Warm partners with compassionate individuals and organizations such as the Milwaukee Firefighters and Milwaukee Public Schools to give a gift of warmth, confidence, and hope. Operation Warm believes a brand new-coat is more than a coat, promoting self-esteem, school attendance, and outdoor play.

Since 1998, Operation Warm and its partners have given away over two million coats across North America. Milwaukee Fire Fighter’s Warm Up Winter campaign is part of Operation Warm’s 3 Millionth Coat Tour, a season-long effort highlighting Operation Warm and its partners’ coat-giving initiatives in more than a dozen cities across the country.

The Milwaukee Board of School Directors recognizes and honors Operation Warm “more than a coat” for its dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

The Superintendent’s Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the district’s goals of academic achievement; student, family, and community engagement; and effective and efficient operations, as they are aligned to the district’s strategic objectives and the Five Priorities for Success:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

Activities from late October through mid-November are also included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support our improvement efforts. This month, some of the schools I visited include Allen-Field, Bay View, Burdick, Cass, Fratney, Hawthorne, Gwen T. Jackson Early Childhood and Elementary, Lincoln Avenue, James Madison Academic Campus (JMAC), Milwaukee German Immersion, Milwaukee School of Languages, and Wedgewood.

In alignment with our efforts to increase opportunities for student voice, I conducted a student focus group at Hmong American Peace Academy (HAPA). I also gave greetings at Milwaukee French Immersion School, where we held our Equity–Education–Empowerment Speaker Series on “A Thread in Milwaukee’s Fabric,” presented by Reggie Jackson.

Community Conversations sessions were held at James Madison Academic Campus, Hamilton High School, Bay View High School, and Milwaukee High School of the Arts, where we continued our ongoing dialogue with stakeholders to discuss ways to strengthen our district and school culture.

Events/Programs/Announcements

MKE Early Childhood Initiative

Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, has announced a new initiative and call to action to improve early childhood education across the city. Ninety-five percent of a child’s brain development occurs in the first five years, the timeframe that is the focus of this initiative. MPS and city leaders are joining together to build on past momentum and push forward with the MKE Early Childhood Initiative. The City of Milwaukee has hired a qualified individual to help spearhead early childhood literacy work. MPS is working with childcare partners to see how Milwaukee can create consistency of high-quality learning experiences from birth to age five that improve literacy but also support social and emotional development. Four focus areas have been identified for the initiative:

1. ensuring that every Milwaukee family has access to high-quality childcare;
2. improving MPS's early literacy scores;
3. increasing state reimbursement rates for daycare centers; and
4. leveraging resources to ensure a high-quality learning experience from daycare to school.

North Division Joins Community Schools Partnership

Strong partners improve equity and enhance student success. To boost student achievement, North Division High School has announced that it will partner with the Milwaukee Urban League and United Way of Greater Milwaukee & Waukesha County as part of the Milwaukee Community Schools Partnership. This United Way initiative works with community partners to improve educational outcomes, school climate, and local neighborhoods while ensuring that equity and cultural relevance are cultivated in all programs and engagement.

The Community School model has been implemented across the nation and in about a dozen MPS schools. As available school resources continue to tighten, partners provide volunteers and supply drives, leadership, mentorship, tutoring, and more to make sure every child receives the education he/she deserves. Partnerships represent an investment in the future of our youth, who will one day be our economic and community leaders.

The Milwaukee Urban League, United Way of Greater Milwaukee & Waukesha County, and North Division High School are eager to unlock the potential of young people and the surrounding community. MPS is grateful for the engagement of these strong partners who are prepared to accelerate student learning.

Walmart Partners with MPS to Employ Students and to Increase College Access

Walmart has announced that it will adopt MPS traditional high schools during the 2018-19 school year. In partnership with the Milwaukee Public Schools' Department of Strategic Partnerships & Customer Service, a kickoff was held at Riverside University High School. The partnership will offer students the opportunity to explore all Walmart career tracks, complete an application for employment, and participate in on-the-spot interviews.

Walmart is committed to hiring as many as 50 students at a starting wage of \$11.00 per hour. Students can request flexible schedules to ensure that their academics remain top priority. Following graduation, students employed by Walmart will be able to participate in the retailer's new partnership with Guild Education, which is available to all associates, both part-time and full-time. Through the Guild Education program, participants can earn an online associate's degree or bachelor of arts degree in business administration or logistics for as little as \$1.00 per day.

MPS is committed to ensuring that all students graduate from high school on time and prepared for college, career, and life. Walmart's partnership will provide opportunities to students who may feel that college is unaffordable or out of reach.

Wisconsin Students GO 2 College

As part of the American College Application Campaign, Wisconsin schools are participating in Wisconsin Students GO 2 College. Promoted by MPS school counselors, events will be hosted in 22 MPS schools to help students apply for postsecondary education. The American College Application Campaign is a national effort to increase the number of first-generation and low-income students pursuing college degrees or other higher-education credentials.

Milwaukee Public Schools offers College & Career Centers in all 20 traditional high schools to help students plan beyond graduation. Staff are available to help with college applications, essays, scholarship applications, the Federal Application for Free Student Aid (FAFSA), and more.

College applications, financial aid applications, and scholarships are on the rise in MPS! In 2018, MPS students were offered \$86.2 million in scholarships and grants.

MPS Gains Support in Family Engagement from Flamboyan Foundation

Milwaukee Public Schools has been accepted into Flamboyan Foundation's National Family Engagement Fellowship. This national expert in family engagement has been working with a team of dedicated advocates for stronger family engagement in MPS to complete a landscape assessment of family engagement in the district. Using information gathered from interviews, focus groups, surveys, and other

district data, the team will embark on designing new approaches to the ways in which schools connect with families.

During a visit this fall, Flamboyant team members met with MPS leadership to explore a vision for family engagement in MPS. The team of Flamboyant and MPS representatives will work together over the next year to test new approaches for engaging families. Research in the district to this point has revealed that families and staff see a need to focus on the quality of engagement rather than frequency of involvement. A target effort will be to help every parent be able to advocate for his/her child, to ensure that children are ready to learn each day, and to share the family's hopes and dreams for his/her child's future.

Employment program kicks off at South Division High School

Jobs for America's Graduates (JAG) kicked off a new program for 25 students from Milwaukee Public Schools' South Division High School. Through this program, students learn critical employability and leadership skills. The goal is to help each student in the program graduate and find employment. JAG will assist these students for up to one year after graduating from high school.

The JAG program in Milwaukee is being supported through a public/private cost-sharing partnership among Milwaukee Public Schools, QPS Employment, Associated Bank, and the Metropolitan Milwaukee Association of Commerce (MMAC). Associated Bank and MMAC have each donated \$5,000, and QPS made a \$25,000 donation at the ceremony.

Jobs for America's Graduates is a state-based national nonprofit organization dedicated to preventing dropouts among young people who have serious barriers to graduation and/or employment. In more than three decades of operation, JAG has delivered consistent results, helping more than one million young people stay in school through graduation, pursue postsecondary education, and secure quality entry-level jobs leading to career-advancement opportunities.

Awards/Recognition

Annie McGinnity Kubes Recognized for MPS Drive

Milwaukee Recreation's Annie McGinnity Kubes was recognized this month by the Wisconsin Community Services (WCS) Center for Driver's License Recovery & Employability (CDLRE). Citywide leads the MPS Drive program, the free driver-education initiative for students currently enrolled in MPS high schools.

MPS Drive is one of Milwaukee Recreation's signature programs for improving equity in the community. Recognizing the disparity between the number of Milwaukee 18-year-olds with drivers' licenses (30 percent) and their suburban counterparts (71 percent), the department developed MPS Drive, the only program in the nation to offer both free driver's education and a restorative track for students who have suspended licenses. Since 2016, this program has maintained a 97 percent pass rate on the permit test, while helping nearly 1,000 students obtain licenses.

MPS Drive addresses three key issues: equity, workforce readiness, and public safety. The CDLRE works with low-income Milwaukee County residents with active suspensions or revocations and partners with MPS Drive to help students on the restorative track complete the necessary steps toward a driver's license.

Since its inception just three years ago, MPS Drive has quickly made its mark on high-schoolers, families, and everyday drivers across Milwaukee. McGinnity Kubes believes that there are even greater strides to be made in the coming years, particularly when it comes to bringing in students who may already have suspended or revoked licenses.

Teaira McMurtry Is Named to National Fellowship

Milwaukee Public Schools congratulates School Improvement Coordinator Teaira McMurtry, Ph.D., who was selected for a fellowship by the National Council of Teachers of English. As part of the Cultivating New Voices among Scholars of Color initiative, Dr. McMurtry will receive two years of support, mentorship, and networking opportunities to broaden her impact on education and help break new ground for students and educators of color.

McMurtry completed her Ph.D. in language and literacy at Cardinal Stritch University this summer. In MPS, she currently designs and facilitates professional development for teachers and instructional leaders in the areas of adolescent literacy and culturally and linguistically responsive practices. Her work centers on

helping teachers understand and respond to language differences and to move away from standardized teaching traditions.

Mentoring McMurtry will be Arnetha F. Ball, who is the Charles E. Ducommun Endowed Professor in the Graduate School of Education at Stanford University in the Curriculum Studies, Teacher Education, and Race, Inequality and Language programs.

Sabrina Lupoli Receives National Award for Teaching Excellence In Italian

The Coccia Foundation has awarded the 2018 Coccia-Inserra Award for Excellence and Innovation in the Teaching of Italian to Sabrina Lupoli, a teacher at Milwaukee Italian Immersion School. Lupoli received her award during the Teaching Italian Symposium at Montclair State University in New Jersey. The extensive award application included sample lesson plans, community involvement, promotion of the Italian language, evaluation by the principal, comments from students, professional development, and a 15-minute video of a classroom lesson.

Lupoli, who had attended the symposium to gain new teaching tools and techniques, was recognized in front of a large gathering of attendees. The award included a \$5,000 prize, with half designated for classroom needs and half earmarked for Lupoli's professional development.

Now in her fifth year with Milwaukee Public Schools, Lupoli has taught five-year-old kindergarten and third grade and currently teaches a combined second- and third-grade class.

Kathleen Westrich of Reagan High School is Assistant Principal of the Year

Assistant Principal Kathleen Westrich at Ronald Wilson Reagan College Preparatory High School was named Assistant Principal of the Year by the Association of Wisconsin School Administrators (AWSA).

The Wisconsin Assistant Principal of the Year program recognizes an assistant principal whose leadership has resulted in improved student learning, instructional collaboration, and a safe and positive school environment. Nominations come from fellow administrators, school board members, teachers, students, and parents. The selection criteria include a commitment to personal excellence; collaborative leadership; personalization; curriculum, instruction and assessment; and service as an established and respected member of the community.

Westrich will formally accept the award at the 2019 Associate Principals' Conference in January in Green Bay. She will also receive \$1,000 for use on a project of her choice at her high school. Additionally, Westrich will represent the state of Wisconsin at the National Principals' Conference in Boston next summer, where the 50 Assistant Principals of the Year from across the country will be honored.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the monthly board meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making. Last month, I had the privilege of meeting with students at Hmong American Peace Academy (HAPA). At the Board's November meeting, HAPA's students will provide a report on the various recommendations for increasing student voice that they shared with me when I visited their school.

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

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

Background

On November 6, State Superintendent Evers was elected the next Governor of the State of Wisconsin. With that victory, the budget that Governor-Elect Evers proposed as State Superintendent now becomes the K-12 education budget that will be put forward in the Governor's budget in February.

Among other highlights of that budget, long-overdue funding increases for students with disabilities have been put forward.

As district-by-district funding detail is being compiled, we will discuss those figures. Updated information regarding the Milwaukee Early Childhood Initiative will be highlighted as well.

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 Governance Policy 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

Current Project Updates

The OAE is working with the Administration and the Office of Board Governance on the next steps regarding an inventory of district property of artistic, historic, or monetary value. This work is currently focused on the development of policy that will address the first steps of a district-wide implementation.

Additionally, the OAE will be working with the Administration on exploring the creation of a performance-based contracting system to improve performance and lower costs.

Lastly, the OAE is nearing completion of its district-wide assessment of diversification of workforce and expects to present its report in January 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 3.08, Role of the Management of the Office of Accountability and Efficiency

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

The Board Clerk presented 31 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

President Sain passed the gavel to Vice-President Miller at 7:16 PM.

Director Woodward moved to accept the reports of the Independent Hearing Officers of October 30 and 31, 2018, and November 2, 5, 7, 9, 12, 14, 16, 19, 20, 26, and 27, 2018.

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

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller— 7.

Noes — None.

Temporarily Absent — President Sain — 1.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- From the Committee on Accountability, Finance, and Personnel:

Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, was set aside at the request of President Sain.

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

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.

Noes — None.

Temporarily Absent — President Sain — 1.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Finance Matters: Informational Report on a Change Order in Excess of \$25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Report on a Change Order in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds \$25,000.

Contract: C026345
 Infor Public Sector, Inc./Stellar Services, Inc.

On May 25, 2017, the Administration requested that the Board waive Administrative Policy 3.09(9)(e); enter into a contract with Infor Public Sector, Inc., for the implementation of a new HRMS/FIS system (Infor CloudSuite); and authorize the purchase of the Infor CloudSuite software licenses and maintenance from Stellar Services, Inc., an authorized Infor reseller and HUB vendor. The initial term is a seven-year period, from June 1, 2017 through June 30, 2024. MPS had previously executed a change order to purchase and implement an additional module related to the Learning Management System.

The implementation timeline proposed in the contract was very aggressive, and it was determined to be in the best interests of the project to delay the “go-live” date for Finance from July 1, 2018, to January 1, 2019, in order to allow additional time to configure the system to MPS’s specifications. MPS has also requested additional resources from Infor to assist in the development of process automations that were originally to be completed by MPS staff. While these changes resulted in the need to allocate additional resources to the project, the total amount of the increase is being offset by cost efficiencies in other areas of the project, including MPS’s decision to forgo utilizing a third-party software solution, PCI, for cash receipts.

Further, the change order details additional resources and credits provided to MPS at Infor’s cost due to turnover of several key Infor staff members who had been implementing the project, which has resulted in Infor’s request to delay the go-live date for Human Resources from January 1, 2019, to April 1, 2019. These additional resources demonstrate Infor’s commitment to delivering the ERP system to MPS.

As such, the Department of Technology is now adding funds in the amount of \$83,076.26 to the contract.

Original Contract Amount.....	\$ 18,663,856.11
Increase from previous Change Order.....	\$ 89,158.50
Increase from current Change Order	\$ 83,076.26
Adjusted Contract Amount:	<u>\$ 18,836,090.87</u>

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, 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>			
German Immersion School	Learning Links	\$5,000.00	General School Supplies
<i>Total Monetary Donations over \$5,000</i>		\$5,000.00	
<i>Monetary Donations</i>			
Academy of Accelerated Learning	Ca Ca	\$60.00	General School Supplies
Alcott School	Emily Takacs	\$20.00	General School Supplies
Allen-Field School	Uniform Wear & Miscellaneous LLC	\$100.00	Uniform Donation
Browning School	United Healthcare Services, Inc.	\$1,000.00	School Playground & Supplies

Location	Donor	Amount	Gift or Purpose
Cass Street School	Steven & Kathryn J. Baptie	\$3,000.00	General Student Activities
Elm Creative Arts School	Fiserv	\$3,250.15	General School Supplies
French Immersion School	Noelle Aline Delorme*	\$50.00	Art Supplies
German Immersion School	Your Cause AbbVie*	\$28.84	General School Supplies
German Immersion School	Action for Healthy Kids	\$650.00	Water Filling Station
German Immersion School	Your Cause AbbVie*	\$8.24	General School Supplies
Hamilton High School	Bhanu Mital	\$101.00	Science Supplies
Hamilton High School	Wanda Raven	\$100.00	Athletics Supplies
Hamilton High School	WePay	\$1,631.50	Football Equipment
Hamilton High School	El Conquistador Communication	\$150.00	Girls Softball Supplies
Hi-Mount School	Dante Houston	\$100.00	PBIS Supplies
Hi-Mount School	Brewers Community Foundation, Inc.	\$1,544.00	General School Supplies
Honey Creek Elementary School	Verlo Mattress	\$500.00	Library Donation
Keefe Avenue School	Mike Winghart*	\$100.00	PBIS Incentives
King High School	Anonymous	\$20.00	Sunshine Club
Longfellow School	Ernest & Young LLP	\$2,479.48	General School Supplies
Meir School	Skybridge Americas, Inc.	\$37.50	STEM Supplies
Milwaukee High School of the Arts	The Juice Kitchen LLC	\$100.00	General School Supplies
Milwaukee High School of the Arts	Sports & the Arts, Inc.	\$2,000.00	MHSA Photo Work Supplies
Milwaukee High School of the Arts	Marquette University	\$500.00	Orchestra Supplies
Milwaukee School of Languages	Skybridge Americas, Inc.	\$32.92	General School Supplies
Milwaukee School of Languages	William P. Harvill	\$100.00	Freshman Supplies
Milwaukee School of Languages	Theresa M. Dobbs	\$500.00	Math Supplies
Milwaukee School of Languages	Skybridge Americas, Inc.	\$32.92	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee	\$2,000.00	RIF Supplies
North Division High School	Milwaukee Teachers' Education Association	\$106.00	Majorettes Supplies
North Division High School	BLA Investments LLC	\$50.00	Boys Basketball Supplies
Pulaski High School	Donors Choose	\$1,200.00	Bus Tickets
Riverside High School	Saz's Catering, Inc.	\$1,320.00	Riverside Senate Support
Riverside High School	State of Wisconsin	\$1,500.00	Football Equipment
Riverside High School	Angela Sitzes	\$100.00	Band Support
Riverside High School	Shaun Roby	\$25.00	Girls Volleyball Supplies
Riverside High School	Maureen Stone	\$300.00	Volleyball Supplies
Riverside High School	Lolita Bevenue	\$20.00	General School Supplies
Riverside High School	State of Wisconsin	\$872.00	Volleyball Supplies
Ronald Reagan High School	Thomas & Wendy Weir	\$100.00	Music Supplies
Ronald Reagan High School	George Tsopelas	\$60.00	Football Equipment
Ronald Reagan High School	Ted D. & Mary Kellner	\$1,000.00	Urban Promise
Ronald Reagan High School	Maryanne & Michael Scherer	\$75.00	Music Supplies
Ronald Reagan High School	Donors Choose	\$687.50	Field Trip
Obama SCTE	Greater Milwaukee Foundation, Inc.	\$3,000.00	General School Supplies
Story School	LeadDog Marketing Group	\$732.00	Kohl's Cares Field Trip Grant
Story School	LeadDog Marketing Group	\$685.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Story School	LeadDog Marketing Group	\$735.00	Kohl's Cares Field Trip Grant
Trowbridge School	Paula Ann Lucey	\$100.00	Madison Field Trip
Trowbridge School	Roberta Drews	\$160.00	Madison Field Trip
Trowbridge School	Theresa Reagan	\$100.00	Madison Field Trip
Trowbridge School	Jolene Plautz	\$25.00	Madison Field Trip
Trowbridge School	Mike Arnow	\$400.00	Madison Field Trip
Westside Academy I	FIS	\$2,500.00	General School Supplies
Whitman School	Action for Healthy Kids	\$650.00	Health Walking Club
Wisconsin Conservatory	Cynthia R. Eastern	\$50.00	Homecoming Supplies
<i>Total Monetary Donations</i>		\$36,749.05	
<i>Non-Monetary Donations</i>			
Academy of Accelerated Learning	Midwest Affiliate Youth Market Service Center	\$100.00	Playground Balls
Academy of Accelerated Learning	Patricia Masialunski-Scarlato*	\$25.00	Gift Card
Academy of Accelerated Learning	Dennise Schroeder Wagner*	\$150.00	General School Supplies
Academy of Accelerated Learning	Tara Lazzaro	\$425.00	General School Supplies
Alcott School	Donors Choose	\$531.72	Metal Stools & Chairs
Bay View High School	Donors Choose	\$501.90	Headsets
Bay View High School	Donors Choose	\$4,296.59	General School Supplies
Bay View High School	Eric Waydick	\$1,240.28	General School Supplies
Bradley Trade & Tech	Donors Choose	\$986.98	Books
Bradley Trade & Tech	Donors Choose	\$456.82	General School Supplies
Bradley Trade & Tech	Donors Choose	\$700.94	Chairs & Chair Cushions
Bradley Trade & Tech	Donors Choose	\$1,573.96	Classroom Furniture
Bradley Trade & Tech	Donors Choose	\$1,038.41	General School Supplies
Burbank School	Aleece Lair	\$30.00	Children's Shoes
Burbank School	Martin Luther Lutheran Church	\$400.00	School Supplies & Backpacks
Burbank School	Azariah Jones*	\$25.00	General School Supplies
Burbank School	Pam Gende	\$25.00	Children's Clothes
Burbank School	Martin Luther Lutheran Church	\$200.00	General School Supplies
Burbank School	Martin Luther Lutheran Church	\$250.00	Nap Mats
Congress School	Donors Choose	\$247.74	Lakeshore Art & Writing Supplies
Congress School	Donors Choose	\$315.82	Lakeshore Building Toys
Dr. B. Carson Academy of Science	Donors Choose	\$308.93	Science Materials
Dr. B. Carson Academy of Science	Donors Choose	\$310.76	Laminating File Film
Dr. B. Carson Academy of Science	Donors Choose	\$287.81	Construction Paper
Elm Creative Arts School	The Salvation Army	\$400.00	Polo Shirts
Engleburg School	Donors Choose	\$222.24	Books, Videos & Classroom Materials
Fifty-Third Street School	Donors Choose	\$149.10	Mindfulness
Franklin School	Playworks	\$275.00	Gym Equipment
Franklin School	Donors Choose	\$1,346.62	General School Supplies
Grantosa Drive School	Gateway Associates	\$1,000.00	General School Supplies
Grantosa Drive School	Donors Choose	\$2,731.80	General School Supplies
Grantosa Drive School	Donors Choose	\$535.47	2 HP Chromebooks
Grantosa Drive School	Donors Choose	\$296.63	General School Supplies
Grantosa Drive School	Donors Choose	\$326.95	Headphones & Splitters
Grantosa Drive School	Donors Choose	\$1,094.82	General School Supplies
Grantosa Drive School	Donors Choose	\$294.71	Classroom Storage
Grantosa Drive School	Donors Choose	\$457.58	Sports Equipment
Grantosa Drive School	Donors Choose	\$1,200.00	Books

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	\$543.00	General School Supplies
Grantosa Drive School	Donors Choose	\$541.00	Dick's Sporting Goods
Grantosa Drive School	Donors Choose	\$461.00	General School Supplies
Grantosa Drive School	Donors Choose	\$278.79	Math Manipulations
Grantosa Drive School	Donors Choose	\$396.84	PBIS Incentives
Grantosa Drive School	Donors Choose	\$607.27	Lakeshore Classroom
Grantosa Drive School	Donors Choose	\$2,299.74	General School Supplies
Grantosa Drive School	Donors Choose	\$95.70	Fabric
Grantosa Drive School	Donors Choose	\$288.80	General School Supplies
Grantosa Drive School	Donors Choose	\$335.00	Cheerleading Supplies
Grantosa Drive School	Donors Choose	\$376.00	Reading Supplies
Grantosa Drive School	Donors Choose	\$115.00	Sports Equipment
Grantosa Drive School	Donors Choose	\$1,982.30	General School Supplies
Hi-Mount School	Spirit of Peace	\$40.00	Hats, Gloves, Scarfs & Mittens
Hi-Mount School	Don Eisenhauer	\$150.00	Art Supplies
Howard Avenue Montessori	Pam Lehmann	\$210.00	Knit Scarves
Keefe Avenue School	Sarah A. Smasal	\$50.00	Meijer Gift Card
Keefe Avenue School	Sarah A. Smasal	\$300.00	General School Supplies
MacDowell Montessori	Donors Choose	\$692.93	General School Supplies
Meir School	Donors Choose	\$117.33	Bow ties
Mitchell School	Donors Choose	\$559.90	General School Supplies
Pulaski High School	Donors Choose	\$557.00	General School Supplies
Pulaski High School	Donors Choose	\$620.00	Hygiene Supplies
Pulaski High School	Anonymous Donor	\$168.92	Furniture
Riverside High School	Lamers Bus Lines, Inc.	\$132.00	Field Trip
Ronald Reagan High School	Tom Gulland	\$399.83	Football Supplies
Siefert School	Thrivent Financial	\$250.00	School Carnival Supplies
Thoreau School	Brown Deer United Methodist Church	\$40.00	Hand Sanitizer
Thoreau School	Lisa Turner*	\$78.77	Fundraiser Food & Supplies
Vieau School	Donors Choose	\$1,274.00	General School Supplies
Zablocki School	Roseanna Aldana	\$17.99	Pencils
		<i>Total Non-Monetary Donations</i>	\$38,738.69
		<i>Total Value of Donations for November 2018</i>	\$80,487.74
		<i>*Donations from MPS Alumni</i>	\$465.85

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed in the attachments, 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 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, 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 Assignment	Salary
(5)(r)	Christopher Hauser	Interim Deputy Superintendent Office of the Superintendent	Schedule 03, Range 19A \$154,820
(2)(nr)	Jeremiah Holiday	Interim Chief Academic Officer Office of the Chief of Academics	Schedule 03, Range 18A \$148,865
(2)(r)	Bridgette Hood-Leveston	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A \$135,827
(2)(nr)	Vickie Brown-Gurley	Interim Senior Director of Curriculum and Instruction Office of the Chief of Academics	Schedule 03, Range 16A \$126,414
(5)(r)	Lynn Ruhl	Interim Director II — Financial Planning & Budget Office of the Chief of Finance	Schedule 03, Range 15A \$112,067
(5)(r)	Travis Pinter	Manager II, School Psychology & Allied Health Svcs Office of the Chief of Academics	Schedule 03, Range 12A \$97,077
(4)(r)	Indalecio Manzano	Coordinator III, Educator Effectiveness Office of the Chief of Academics	Schedule 03, Range 08A \$94,942
(2)(r)	Felecia Jasper-Mitchell	Supervisor II, School Bookkeeper Office of the Chief of Finance	Schedule 03, Range 10A \$82,000
(5)(nr)	Susan Kipp	Administrative Assistant III Office of the Chief of Communications & School Performance	Schedule 03, Range 03A \$58,570

Recommended Reassignments

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 Assignment	Salary
(5)(nr)	Jennifer Smith	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A \$137,209
(4)(r)	Juan Baéz	Director I, Bilingual Multicultural Education Office of the Chief of Academics	Schedule 03, Range 14A \$124,104
(4)(r)	Keren Gonzalez	Administrative Assistant III Office of the Chief of Communications & School Performance	Schedule 03, Range 03A \$54,679

Recommended Reclassifications

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 Assignments	Salary
(4)(r)	Rosa Cerda	Principal II, Longfellow Office of the Chief of School Administration	Schedule 03, Range 14T \$113,099
(5)(r)	Kim Malacara	Principal II, Mitchell Office of the Chief of School Administration	Schedule 03, Range 14T \$104,402
(5)(nr)	Paul Skebba	Senior Support Technician II Office of the Chief of Human Resources	Schedule 03, Range 04A \$61,254
(5)(nr)	Leah Alsteen	Grant Coordinator I Office of the Chief of Finance	Schedule 03, Range 06A \$59,552
(5)(r)	Michelle Olszewski	Senior Support Technician II Office of the Chief of Human Resources	Schedule 03, Range 04A \$49,394

Recommended LTE Contracts (To be effective upon the Board's approval)

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position and Assignment	Hourly Salary	Dates
(5)(r)	Paul Stawicki	School Bookkeeper Supervisor II Office of the Chief of Finance	\$46.04	10/15/18-01/14/19
(2)(nr)	Karen Bradley	Principal Assessors Office of the Chief of School Administration	\$40.00	8/01/18-2/01/19
(5)(r)	Jennifer Guenther	Special Education Supervisor Office of the Chief of Academics	\$40.00	9/17/18-12/21/18
(5)(r)	Kathryn Evans	Database Specialist Office of the Chief of Human Resources	\$37.88	10/01/18-12/31/18
(2)(r)	Jamella Acosta	Project AWARE Facilitator Office of the Chief of Communications & School Performance	\$30.00	9/24/18-3/24/19
(5)(r)	Michele Butz	Montessori Support Office of the Chief of School Administration	\$30.00	11/01/18-5/01/19
(5)(r)	Jordan Fishman*	Assistant Principal Coaching Support Office of the Chief of School Administration	\$35.00	8/15/18-6/15/19
(5)(nr)	Delphine Gurzynski	Benefit Associate Support Office of the Chief of Human Resources	\$30.00	11/01/18-5/01/19
(2)(nr)	Chiffon King	Project AWARE Facilitator Office of the Chief of Communications & School Performance	\$30.00	10/01/18-4/01/19
(4)(r)	Aida Roman Cortes	Regional Attendance Support Liaison Office of the Chief of School Administration	\$30.00	10/26/18-12/30/18
(5)(r)	Clara Tracey	Orchestra Coach Office of the Chief of School Administration	\$30.00	9/24/18-3/24/19
(2)(r)	Jacqueline Davis	Administrative Assistant Support Office of the Chief of Human Resources	\$23.54	10/30/18-4/30/19
(5)(nr)	Megan Burk	Adopt-a-School/Community Partnership Grant Support Office of the Chief of Communications & School Performance	\$21.00	7/01/18-12/31/18
(5)(r)	David Waskiewicz	Duplicating Operator I Office of the Chief of School Administration	\$19.08	11/01/18-4/30/19
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach Office of the Chief of School Administration	\$17.06	8/20/18-12/20/18

Codes

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

Vice-President Miller moved to retire to executive session, pursuant to Wisconsin Statutes, §19.85(1)(c). The motion passed, the vote being as follows:

- Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
- Noes — None.
- Temporarily Absent — President Sain — 1.

The Board retired to executive session at 7:24 PM.

The Board reconvened in open session at 8:23 PM.

Director Falk moved to approve Item Two of the Report of the Committee on Accountability, Finance, and Personnel, with the exception of the positions listed for reassignment. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Sain, Voss, Woodward, and Vice-President Miller — 8.
Noes — None.

The gavel was passed back to President Sain.

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(Item 3) 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

Your Committee recommends that the Board approve the following appointments of classified staff, to be effective as of the dates indicated.

Name	Position and Salary	Date
New Hires		
2 Sharmeka Bell	Building Service Helper I \$13.12/hr.	10/08/2018
2 Cassandra Brown	Building Service Helper I \$13.12/hr.	10/15/2018
2 Rajshaun Hawkins	Building Service Helper I \$13.12/hr.	10/08/2018
2 Tracy McPhan	Building Service Helper I \$13.12/hr.	10/22/2018
5 Kenneth Paczkowski	Building Service Helper I \$13.12/hr.	10/15/2018
2 Shakur Payne	Building Service Helper I \$13.12/hr.	10/15/2018
2 Janavia Robinson	Building Service Helper I \$13.12/hr.	10/22/2018
2 Autumn Rush	Building Service Helper I \$13.12/hr.	10/08/2018
2 Qudray Staples	Building Service Helper I \$13.12/hr.	10/15/2018
2 Jasmine Watson	Building Service Helper I \$13.12/hr.	10/15/2018
4 Abel Whitley	Building Service Helper I \$13.12/hr.	10/22/2018
5 Carol Miller	Boiler Attendant Trainee \$33,698.08	10/22/2018
5 Amy Hernandez	Central Kitchen Delivery Driver \$20.50/hr.	10/01/2018
4 Jose Hernandez	Central Kitchen Delivery Driver \$20.50/hr.	10/01/2018
2 Chesa Coleman	Children's Health Assistant \$17,602.22	10/01/2018
2 Tim Bragulla	Electrician \$37.51/hr.	10/15/2018
2 Lakresha Brown	Food Service Assistant \$12.94/hr.	10/01/2018
2 Eva Burton	Food Service Assistant \$12.94/hr.	10/08/2018
2 Kaila Carson	Food Service Assistant \$12.94/hr.	10/08/2018
2 ShQueenia Cruse	Food Service Assistant \$12.94/hr.	10/29/2018
2 Calvin Fowler	Food Service Assistant \$12.94/hr.	10/02/2018

Name	Position and Salary	Date
4 Natasha Fuentes Brooks	Food Service Assistant \$12.94/hr.	10/29/2018
4 Orlando Gonzalez Rivera	Food Service Assistant \$12.94/hr.	10/29/2018
2 Shannon Gordon	Food Service Assistant \$12.94/hr.	10/29/2018
2 LuShunda Hill	Food Service Assistant \$12.94/hr.	10/29/2018
4 Adelaida Martinez	Food Service Assistant \$12.94/hr.	10/01/2018
4 Meressa Mendoza	Food Service Assistant \$12.94/hr.	10/01/2018
4 Maria Rendon Mendoza	Food Service Assistant \$12.94/hr.	10/16/2018
2 Jacques Weddle	Food Service Assistant \$12.94/hr.	10/30/2018
2 Hope Wells	Food Service Assistant \$12.94/hr.	10/29/2018
2 Shamiah Williams	Food Service Assistant \$12.94/hr.	10/01/2018
2 Alexander Willis	Food Service Assistant \$12.94/hr.	10/08/2018
5 Angela Zaccone	Food Service Assistant \$12.94/hr.	10/15/2018
2 Shameka Anderson	Para Ed Assistant \$18,315.98	10/18/2018
4 Martha Arechiga Avila	Para Ed Assistant \$18,315.98	10/01/2018
4 Yanderid Arteaga	Para Ed Assistant \$18,315.98	10/08/2018
2 Rashida Baker	Para Ed Assistant \$18,315.98	10/15/2018
4 Delmy Benitez Borja	Para Ed Assistant \$18,315.98	10/08/2018
2 Faith Britton	Para Ed Assistant \$18,315.98	10/01/2018
2 Andrea Brown	Para Ed Assistant \$18,315.98	10/15/2018
2 Kawanda Brown	Para Ed Assistant \$18,315.98	10/29/2018
2 Armon Brunson	Para Ed Assistant \$18,315.98	10/08/2018
5 Samuel Bukowski	Para Ed Assistant \$18,315.98	10/17/2018
2 Jonathan Burrell	Para Ed Assistant \$18,315.98	10/15/2018
2 Brittany Clay	Para Ed Assistant \$18,315.98	10/02/2018
2 Dody Cooper	Para Ed Assistant \$18,315.98	10/01/2018
4 Priscila Diaz Arroyo	Para Ed Assistant \$18,315.98	10/01/2018
4 Ruben Garcia	Para Ed Assistant \$18,315.98	10/30/2018
2 Jamisha Gladney	Para Ed Assistant \$18,315.98	10/15/2018
2 Mamadou Guisse	Para Ed Assistant \$18,838.38	10/23/2018
2 Mariah Hall	Para Ed Assistant \$18,315.98	10/30/2018

Name	Position and Salary	Date
2 Sheneta Hamilton	Para Ed Assistant \$18,315.98	10/02/2018
4 Cristela Hernandez	Para Ed Assistant \$18,315.98	10/15/2018
2 Asya Holt	Para Ed Assistant \$18,315.98	10/18/2018
2 Dikembe Husband	Para Ed Assistant \$18,315.98	10/09/2018
2 Charlotte Jackson	Para Ed Assistant \$18,315.98	10/23/2018
1 Faisal Khan	Para Ed Assistant \$18,315.98	09/27/2018
3 Iram Khan	Para Ed Assistant \$18,315.98	10/08/2018
2 Keith Leavy	Para Ed Assistant \$18,315.98	10/18/2018
4 Angela Marquez	Para Ed Assistant \$18,315.98	10/17/2018
4 Daiana Matta Castro	Para Ed Assistant \$18,315.98	10/10/2018
2 Angela Mayweather	Para Ed Assistant \$18,315.98	10/18/2018
5 Laura Meyer	Para Ed Assistant \$18,315.98	10/01/2018
5 Ashley Milewski	Para Ed Assistant \$18,315.98	09/26/2018
2 Alexis Murray	Para Ed Assistant \$18,315.98	10/29/2018
4 German Novelli	Para Ed Assistant \$18,315.98	10/17/2018
2 Robert Nunn	Para Ed Assistant \$18,315.98	10/15/2018
4 Darytza Resto	Para Ed Assistant \$18,315.98	10/01/2018
2 Carey Roberts	Para Ed Assistant \$18,315.98	10/16/2018
4 Wanda Rodriguez Burgos	Para Ed Assistant \$18,838.38	10/25/2018
4 Ana Romo Murillo	Para Ed Assistant \$18,315.98	10/29/2018
4 Joselyn Steidel	Para Ed Assistant \$18,315.98	10/03/2018
2 Tiffany Swan	Para Ed Assistant \$18,315.98	10/23/2018
5 Hannah Swenson	Para Ed Assistant \$18,315.98	10/24/2018
2 Shanecia Tate	Para Ed Assistant \$18,315.98	10/01/2018
5 Kayla Thuemler	Para Ed Assistant \$18,315.98	10/05/2018
2 Bakari Triggs	Para Ed Assistant \$18,315.98	10/08/2018
4 Jennifer Valdivia	Para Ed Assistant \$18,315.98	10/23/2018
4 Mahaly Villegas	Para Ed Assistant \$18,315.98	10/24/2018
2 Alantris West	Para Ed Assistant \$18,315.98	10/01/2018
2 Rebecca Wigley	Para Ed Assistant \$18,315.98	10/18/2018

Name	Position and Salary	Date
5 Melissa Longoria	Para Ed Assistant — Hourly \$16.32/hr.	10/03/2018
4 Miguel Rodriguez	Para Ed Assistant — Hourly \$16.32/hr.	10/18/2018
5 Robert Stanfield	Roofer \$31.70/hr.	10/01/2018
2 Dreshawn Brister	School Safety Assistant \$22,819.92	10/29/2018
2 Brieana Kimber	School Safety Assistant \$22,819.92	10/29/2018
2 Thaddeous Mitchell	School Safety Assistant \$22,819.92	10/29/2018
4 Alicia Ayala	Secretary I — 10-month \$23,795.52	10/23/2018
4 AnnAlicia Galvez	Secretary I — 10-month \$25,200.00	10/31/2018
4 Genesis Gaytan Garcia	Secretary I — 10-month \$23,795.52	10/29/2018
2 Kimberly Foster	Secretary I — 12-month \$29,152.80	10/15/2018
Promotions		
1 Dawn Calvin	Boiler Attendant Trainee \$33,698.08	10/08/2018
5 Mollee Cleary	Boiler Attendant Trainee \$35,075.31	10/15/2018
4 Roberto Rodriguez	Boiler Attendant \$38,839.58	10/15/2018
2 Ravanna Bonds EL	Para Ed Assistant \$18,315.98	10/05/2018
2 Leah Cornelius	Para Ed Assistant \$20,409.18	10/19/2018
2 Cheresse Hughes	School Safety Assistant \$23,797.92	10/29/2018
2 Lashonda Moore	School Safety Assistant \$22,819.92	10/29/2018
2 Geneva Nelson	School Safety Assistant \$22,819.92	10/29/2018
2 George Potts	School Safety Assistant \$22,819.92	10/29/2018
2 George Ragland	School Safety Assistant \$22,819.92	10/29/2018
4 Wendy Cantoral-Argueta	Secretary I — 12-month \$31,747.70	10/01/2018
2 TiQuita Carter	Secretary I — 12-month \$33,562.00	10/22/2018
2 Cassandra Greenlee	Secretary I — 12-month \$34,900.32	10/22/2018
2 Willie Lipson	School Engineer IV \$56,047.50	10/15/2018
2 Laquita Moody Howled	School Kitchen Manager Trainee \$13.46/hr.	10/09/2018
Rehires		
2 Vickie Wilks	Building Service Helper I \$13.12/hr.	10/08/2018
2 Jazmine Dansby	Food Service Assistant \$12.94/hr.	10/01/2018
2 Tequilla Thomas	Food Service Assistant \$12.94/hr.	10/29/2018
2 Kanique Williams	Food Service Assistant \$12.94/hr.	10/29/2018

Name	Position and Salary	Date
2 Treena Canady	Para Ed Assistant \$20,409.18	09/26/2018
5 Emily Foster Hill	Para Ed Assistant \$18,315.98	10/15/2018
2 Tanesha Howard	Para Ed Assistant \$18,315.98	10/24/2018
2 Durell Kern	Para Ed Assistant \$18,315.98	10/01/2018
2 Jerry Lockett	Para Ed Assistant \$18,838.38	10/01/2018
3 Thien Miller	Para Ed Assistant \$20,282.29	10/01/2018
4 Veronica Ortiz-Colon	Para Ed Assistant \$18,315.98	10/01/2018
2 Jamal Robinson	School Safety Assistant \$22,819.92	10/29/2018
4 Iliana Gerena Jimenez	Secretary I — 10-month \$23,795.52	10/23/2018

Certificated Appointments

Teachers

Code	Name	Division	Salary	Date
5,nr	Duncan, Dayna General Operations	B	\$64,018.98	10/26/2018
2,r	Farrow, Charles Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/24/2018
2,r	Flores, Rosamaria Special Ed Multicategorical	B	\$77,500.00	10/23/2018
5,nr	Gerner, Deborah Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/29/2018
5,nr	Halula, Shea Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/15/2018
5,nr	Hanson, Barbara Special Ed Multicategorical	B	\$49,762.73	10/23/2018
5,r	Holub, Lauren Special Ed Multicategorical	B	\$42,360.01	10/29/2018
2,r	Howard, Sydney Multicategorical Comp Sen	B	\$42,360.01	10/23/2018
4,r	Hernandez, Johanna Multicategorical Comp Sen	C	\$64,018.98	10/10/2018
5,nr	Janowski, Susan Gen'l Elem & K8 — All Grades	C	\$77,701.53	10/25/2018
5,nr	Miller Bayer, Caroline Speech Pathology	B	\$64,018.98	10/23/2018
2,r	Suchil, Rosio Bilingual Education	B	\$42,500.00	10/16/2018
5,r	Vanlandingham, Tiffany Speech Pathology	C	\$45,874.09	10/15/2018
2,r	Wedgeworth, Erin Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/23/2018
2,nr	Young, Avyanna Special Ed Multicategorical	B	\$42,360.01	10/23/2018

Permit Teachers

Codes	Name and Position	Division	Salary	Date
2,r	Anthony, Tiara Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/8/2018

Codes	Name and Position	Division	Salary	Date
2,r	Edwards, Mary Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/1/2018
2,r	Griffin, Raquel Special Ed Multicategorical	B	\$42,360.01	10/8/2018
2,r	Hale, Tremiko Special Ed Multicategorical	B	\$42,360.01	10/1/2018
2,r	Haney, Alexis Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/15/2018
4,r	Hernandez, Martin Special Ed Multicategorical	B	\$42,360.01	10/23/2018
6,r	Jamison, Dionne Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/15/2018
2,r	Johnson, Derott Multicategorical Comp Sen	B	\$42,360.01	10/15/2018
2,r	Johnson, Samantha Special Ed Multicategorical	B	\$42,360.01	10/2/2018
2,r	Knox, Sarah Reg (5 YR) Kindergarten	B	\$42,360.01	10/1/2018
2,r	Lamar, Willie Multicategorical Comp Sen	B	\$42,360.01	10/11/2018
2,r	Lelinski, Christina Multicategorical Comp Sen	B	\$42,360.01	10/8/2018
2,r	Mackey, Paula Early Childhood — Special Ed	B	\$42,360.01	10/2/2018
2,r	Melvin, Britney Art	B	\$42,360.01	10/23/2018
5,r	Vaughn, Jenni Special Ed Multicategorical	B	\$42,360.01	10/15/2018
5,r	Whorton, Jocelyn Special Ed Multicategorical	B	\$42,360.01	10/11/2018
2,r	Woods, Jonathan Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/4/2018

Teachers — Early Start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Crawford, Lenzy Cat Eng High	B	\$42,360.01	10/23/2018
5,r	Eckdahl, April Special Ed Multicategorical	B	\$56,155.64	10/1/2018
2,r	Hill, Rolanda Gen'l Elem & K8 — All Grades	B	\$42,360.01	10/23/2018
5,nr	Kiesel, Donna Multicategorical Comp Sen	B	\$42,500.00	9/28/2018
2,nr	Sorenson, Lisa English	B	\$64,018.98	10/16/2018
2,r	Watson, Lauren Hearing Impaired	B	\$42,360.01	10/29/2018
2,nr	Whitley, Wendy English	B	\$49,061.37	10/15/2018

Permit Teacher — Early Start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Cain, Jared Multicategorical Comp Sen	B	\$42,360.01	10/1/2018
2,r	Dickey, Valerie Early Childhood Special Ed	B	\$42,360.01	10/1/2018
2,r	Garner, Carlos Special Ed Multicategorical	B	\$42,360.01	9/17/2018

Codes	Name and Position	Division	Salary	Date
2,r	Garner-Henry, Brian Multicategorical Comp Sen	B	\$42,360.01	10/2/2018
5,nr	Haight, Amelia Mathematics	B	\$42,360.01	10/10/2018
2,r	Holmes, Rhonda Mathematics	B	\$42,360.01	10/23/2018
2,nr	Howard, LaKeyca Special Ed Multicategorical	B	\$42,360.01	10/15/2018
2,r	McBride, Taylore English	B	\$42,360.01	10/8/2018
5,nr	ONeill, Sarah Cat Eng Mid	B	\$42,360.01	10/8/2018
5,r	Piat Stadler, Valerie Foreign Language	B	\$44,979.92	10/8/2018
5,r	Reynolds, Laura Foreign Language	B	\$42,360.01	10/8/2018
2,r	Whitmore, Benjamin Multicategorical Comp Sen	B	\$42,360.01	10/23/2018
2,r	Chaney, Lynette Guidance	B	\$56,155.64	10/9/2018

Codes and Counts

(a)	Reappointment without tenure	
(b)	Reappointment with tenure	
(nr)	Non-Residents	
(r)	Residents	
(1)	Native American	0
(2)	African American.....	33
(3)	Asian/Oriental/Pacific Islander	0
(4)	Hispanic	2
(5)	White.....	16
(6)	Other	0
(7)	Two or More Ethnic Codes	1
	Males.....	11
	Females	41

Leaves of Absence

Your Committee recommends that the Board approve the leaves of absence as listed below, to be effective as of the dates indicated.

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, October 2018		
Kristin Eul	Hawthorne	11/23/2018
Personal Leave, November 2018		
Marilynn Douglas	Holmes	11/30/2018
Rodney Gary	Greenfield	11/05/2018
Marisa Stewart	Gaenslen	11/19/2018
Illness Leave, September 2018		
Angela Hamilton	Currently on Leave	09/07/2018
Rhennetta Martin	Congress	09/18/2018
Doreen Harris	Pulaski	09/24/2018
Illness Leave, October 2018		
Heide Panasiuk	Central Services Building	10/18/2018
Illness Leave, November 2018		
Kathleen Nelson	Hartford	11/19/2018
Emily Riesterer	Acad. of Accelerated Learning	11/19/2018

Resignations and Retirements

The certificated resignations and classified retirements listed below have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational report, and no action is required.

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
<i>Certificated Resignations</i>						
Other Work	21.1	5	Tonya Adair	Chief	Central Svcs	10/05/2018
Personal	2.1	5	Armando Brazzoni	Teacher	Hamilton	09/26/2018
Personal	0.1	2	Courtney Buckhanan	Teacher	Roosevelt	10/05/2018
Personal	0.1	5	Robert Eckerle	Teacher	LaFollette	09/21/2018
Other Work	0.6	5	Thomas Ewig	Teacher	Story	08/23/2018
Other Work	6.8	5	Danielle Gonzalez	Teacher	Bruce	09/28/2018
Other Work	18.8	5	Lisa Haar	Teacher	Story	09/28/2018
Other Work	10.0	5	Fabian Klein	Teacher	German Imm	11/01/2018
Personal	0.1	5	Beth Lassiter	Teacher	Green Bay	09/25/2018
Retire	5.1	5	Margaret Lester	Teacher	Vincent	12/31/2018
Other Work	0.6	5	Laura Linder	Teacher	Bruce	10/12/2018
Personal	12.0	5	Elizabeth Mallegni	CurrSpec	Central Svcs	09/28/2018
Other Work	5.1	4	Johnathan Manzo	Teacher	Allen Field	09/28/2018
Personal	0.1	4	Annette Ramirez Escabi	Teacher	Fratney	09/17/2018
Personal	0.1	4	Cristina Romero	Teacher	Emerson	09/17/2018
Personal	11.0	4	Mary Schmierer	SpecEdSup	Central Svcs	09/28/2018
Personal	1.9	5	Amy Snell	Teacher	Auer Ave	09/18/2018
Personal	11.1	5	Sara Soleymani Alizadeh	Psych	Holmes	10/22/2018
Personal	0.1	5	Kelsey Struhar	Teacher	River Trail	09/12/2018
Personal	0.1	5	Crit Waller	Teacher	Hi Mount	09/11/2018
Personal	0.1	2	Lavoria Williams	Teacher	JMAC	09/21/2018
<i>Classified Retirements</i>						
Retire	4.4	5	Gregory Bates	Admin	Central Svcs	10/06/2018
Retire	22.9	2	Jeffrey Carter	BSH II	Obama SCTE	10/20/2018
Retire	21.9	4	Ronald Johnson	BSH II	Pulaski	09/29/2018
Retire	6.4	5	James Knitter	Boiler Att	Whittier	09/29/2018
Retire	21.6	3	Himanshu Parikh	Chief	Central Svcs	10/06/2018
Retire	28.5	5	Paul Stawicki	Supervisor	Central Svcs	10/06/2018
Retire	29.0	5	Cynthia Unold	CHA	Parkside	10/05/2018

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2018 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 for classified personnel transactions, certificated appointments, and leaves of absence, to be effective upon approval by the Board.

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

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award Of Construction Contract and Material Purchase Recommendation

Background

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

- Construction Contract Requested for Approval:
 - JCP Construction for the Recreation Office’s (Suite 163) Remodeling project; Code: CSV 00 PRC RC EMMB..... \$ 125,000.00
- Material Purchase Requested for Approval:
 - Carrico Aquatic Resources, Inc., for the Pool & Cooling Tower Cleaning Chemicals project; Code: BLD 00 B0 PDW ESUP, amount not to exceed per contract year \$ 200,000.00
 - total over a three-year term..... \$ 600,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

Total Construction Contract Requested	\$	125,000.00
Total Material Purchase Requested		
per contract year.....	\$2	00,000.00
over a three-year term	\$	600,000.00

Implementation and Assessment Plan

Upon the Board’s approval, the construction contract and material purchase as attached to the minutes of your Committee’s meeting shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the construction contract and material purchase as attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Background

Recommended for the Board's approval at this meeting are the following exception-to-bid requests:

Exception Authorization to Modify a Contract and to Increase Funds for the Contract with Cooperative Education Service Agency #1 (CESA #1) for Title I Services

The Administration requests authorization to add Milwaukee Academy to the contract with Cooperative Education Service Agency #1 (CESA #1) for Title ID services. The contractor will provide these services at Milwaukee Academy. Milwaukee Public Schools (MPS) was notified that Milwaukee Academy had relocated to Milwaukee from Wauwatosa in August 2018. This notification came after the CESA contract had already gone to the Board in June.

The Administration is also requesting authorization to enter into an agreement with CESA #1 and each residential facility — St. Rose Youth & Family Center, St. Charles Youth & Family Services, and Milwaukee Academy. Under Title I, Part D, Subpart 2, the Local Education Agency (LEA) must have a formal agreement outlining the programs and services to be provided to each locally-operated facility that receives services under Subpart 2. In order for MPS to allow CESA #1 to provide Title I services at each residential-treatment center on its behalf, a formal agreement must be signed. The formal agreement, which is between the

residential facility, MPS, and CESA #1, ensures that federal regulations are being met and that each of the parties in the agreement are aware of the services to be provided.

The exception from the requirement of a competitive procurement process for this contract was granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

This current contract term runs from July 1, 2018, through June 30, 2019. The Administration requests an increase of \$44,512 to this contract for additional services with Milwaukee Academy. On June 28, 2018, the Board authorized \$68,264.42 as the total cost of the agreement in the extension year; therefore, the modified total cost of the agreement in this extension year will not exceed \$112,776.42.

Budget Codes: Title ID GOE-0-I-9A9-KY-ECTS (Contract Services).....\$44,512

Cooperative Educational Service Agency #1

HUB Participation	
Required.....	15%
Proposed.....	TBD
\$ Value.....	TBD
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment.....	400
Student Career-awareness Commitment.....	10

— — —

Exception Authorization to Extend Contract with EarthLink, LLC, for Plain Old Telephone Services (POTS)

The Administration is requesting authorization to extend its contract with Earthlink, LLC, for Plain Old Telephone Services (POTS).

RFP 902 was issued in October 2015 to solicit POTS. This service is used primarily for elevators, alarm lines, fire-notification lines, and other critical functions which must continue even in the event of a power outage. Only one response to RFP 902 was received, and it failed to offer the specific services requested in the RFP. As such, Milwaukee Public Schools exercised its right to reject the proposal received in response to RFP 902 and did not make an award.

The exception from the requirement of a competitive procurement process for this contract was granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

In May 2016, the Administration brought forward a contract with Earthlink, LLC, to provide these services, and the Board approved a two-year term that expired on June 30, 2018. The resultant contract entered into with Earthlink, LLC, was for three years and is set to expire June 30, 2019.

The Administration is now seeking approval for the third year of the contract, which will run from July 1, 2018, through June 30, 2019. The rate of service will remain the same as that in the previous two years, at approximately \$32.50 per month. For 660 lines, the amount of the contract for this additional year is not expected to exceed to \$257,400.

Budget Code: PIN-0-0-TLN-DW-ETEL (Telephone Services — Contract Services)\$257,400

Earthlink, LLC

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

— — —

Exception Authorization to Contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of Virtual Program/School

The Administration is requesting authorization to enter into a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School (WVS) for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. Contractor will be used to deliver online-education courses in grades 6 through 12 as well as advanced-placement credit-recovery courses that align with Wisconsin State Standards. Contractor will utilize staff that hold appropriate teachers' licenses from the Wisconsin Department of Public Instruction (DPI) for the subject area and grade level of each online-education course. Contractor will also be used to provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed establishing a MPS virtual school to begin effective with the second semester of the 2018-2019 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one-of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The contract will run from December 1, 2018, through June 30, 2019, ("Initial Term") with two additional one-year options to extend by mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed \$130,000.

Budget Code:GOE-0-I-4H9-DW-ECTV (Contract Services)\$130,000

Cooperative Educational Service Agency #9

HUB Participation

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

Student Engagement (hours per 12-month contract)

Paid Student Employment-Hour Commitment200
Student Career-awareness Commitment..... 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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

Background

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

Nat’l IPA Authorization to Enter into Blanket Agreements with Two Suppliers for Maintenance, Repair, and Operations Supplies and Related Services

The Administration requests authorization to enter into blanket agreements with two suppliers, W.W. Grainger, Inc., and Fastenal Company, to provide the Department of Facilities and Maintenance with maintenance, repair, and operations supplies under a contract held by a nationwide cooperative, National Intergovernmental Purchasing Alliance.

These blanket agreements will run from December 1, 2018, through November 30, 2019, (the “Initial Term”) with options to renew annually or for an additional two years. The total cost of the agreements in each Initial Term will not exceed \$1,200,000 (Grainger) and \$300,000 (Fastenal).

Budget Code: Varies by Location Using Services\$1,500,000

W.W. Grainger, Inc.

Prime Contractor Information

Certified HUB Contractor?..... No
Total # of Employees NG
Total # of Minorities NG
Total # of Women NG

HUB Participation

Required..... 5%
Proposed See vendor’s original response
\$ Value..... \$60,000

Student Engagement (hours per 36-month contract)

Paid Student Employment -hour Commitment 1,200
Student Career-awareness Commitment..... 30

Fastenal Company

Prime Contractor Information

Certified HUB Contractor?..... No
Total # of Employees 18,640
Total # of Minorities NG
Total # of Women NG

HUB Participation	
Required.....	5%
Proposed	See original vendor response
\$ Value.....	\$15,000
Student Engagement (hours per 36-month contract)	
Paid Student Employment -hour Commitment	600
Student Career-awareness Commitment.....	30

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RFP 931 Authorization to Increase a Contract with Johnson Controls Fire Protection LP, Formerly Known as SimplexGrinnell, LP, for Video-surveillance System Components and Installation

The Administration is requesting authorization to increase the contract with Johnson Controls Fire Protection LP, formerly known as SimplexGrinnell, LP, for video-surveillance system components and installation services.

Contractor will assist MPS in the design, installation, and configuration of an enterprise-wide IP-based video-surveillance system and associated components, including video-recording devices, cameras, video monitors, and video-management software. Contractor will also provide MPS with ongoing support and maintenance of equipment installed pursuant to this blanket contract. Contractor was chosen pursuant to RFP 931.

The current term runs from May 1, 2017, through April 30, 2020. The Administration requests an increase of \$4,462,645. This amount includes funding received from the Wisconsin Department of Justice’s School Safety Grant — \$1,698,785 in the first round of funding, and \$1,963,860 in the second round, for a total of \$3,662,645. The remaining \$800,000 is being requested as local budget use of this contract has been greater than was initially anticipated.

The current term runs from May 1, 2017, through April 30, 2020.

Budget Code: Varies by Location Using Services\$4,462,645

Johnson Controls Fire Protection LP

HUB Participation	
Required.....	5%
Proposed	5.8%
\$ Value.....	\$193,350
Student Engagement (hours per 36-month contract)	
Paid Student Employment -hour Commitment	1,200
Student Career-awareness Commitment.....	30

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Bicycle Federation of Wisconsin for Bicycle- and Walking-Safety Programs

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend the contract with the Bicycle Federation of Wisconsin to provide bicycle- and walking-safety programs.

The contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed", which include both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, which is currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools being embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. The current program has already reached over 10,000 students and has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

This waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the contract's maximum three-year term's having been exceeded by exercising a first, one-year option to extend the contract due to the continuance of a grant obtained from the State of Wisconsin's Department of Transportation.

The contract extension will run from December 1, 2018, through June 30, 2019.

The funds previously authorized by the Board have not fully been expended; therefore, no additional funding is being requested.

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

There is no fiscal impact associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the contract extension will begin as indicated in the attachment to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) relative to the term limit required by policy and approve the extension with Bicycle Federation of Wisconsin as set forth in the attachment to the minutes of your Committee's meeting.

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

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(Item 8) Action on Resolution 1819R-008 by Directors Miller and Baéz Regarding Performance-based Contracting

Background

At its meeting on September 27, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-008 by Directors Miller and Baéz regarding performance-based contracting to the Committee on Accountability, Finance, and Personnel. The Resolved portion of the resolution reads:

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and present a comprehensive plan to adopt the best practice of performance based contracting; and be it

FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to develop the policies and procedures that govern the practice of performance based contracting; and be it

FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the March 2019 Board cycle.

The proposed revisions to the resolution, below, will allow the Administration, in conjunction with the Office of Accountability and Efficiency, time to research the method of performance-based contracting and consider how it can be incorporated into the district's current procurement practices. The results of this research will be reported to the Board by the February 2019 Board cycle with the intent of bringing forward a plan for the Board's consideration no later than May 2019.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the resolution will be included as part of the plan for the Board's consideration in May 2019.

Implementation and Assessment Plan

Upon approval by the Board, the Administration and Office of Accountability and Efficiency will begin to research methods of performance-based contracting.

Committee's Recommendation

The Administration recommends that the Board adopt Resolution 1819R-008 by Directors Miller and Baéz regarding performance-based contracting, amended as follows:

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to ~~develop and present a comprehensive plan to adopt the best practice of performance based contracting~~ research and explore the scope and feasibility of implementing a performance-based contracting system; and be it

FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to ~~develop~~ research and explore the policies and procedures that govern the practice of performance-based contracting; and be it

FURTHER RESOLVED, That ~~the comprehensive plan and proposed policy be brought back to the Board for referral~~ this review and analysis be reported to the Board ~~for referral~~ no later than the ~~February~~ March 2019 Board cycle, with a recommended plan and policy to be brought to the Board no later than May 2019.

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

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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 the 2018 Family Interest Survey Results

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

As family and community engagement continues to be a priority at MPS, district-wide efforts are increasing to support schools in implementing the Six Standards of Engagement. For the fourth year, MPS has started the school year with a Family Interest Survey designed to solicit input from families to assist with designing activities for the year. The survey, which closed on October 31, 2018, also serves to fulfill the requirement of Wisconsin Statutes, Section 119.16(14), regarding a survey of parents.

Preliminary data of more than 10,600 families that completed the Family Interest Survey indicate that respondents were 82% female, 17% male; 37% Black/African-American, 31% Latino, 22% White, 3% Biracial/Multiracial, 6% Asian, and 1% American Indian/Native. Twenty-two percent of respondents have children receiving special education services.

Responses to the survey included:

- 99% of families agreed or strongly agreed that their schools are welcoming to families.
- The top workshops that families said they would attend were how to help my child continue learning at home, promoting positive child behavior, bullying, tests my child takes in school, and getting ready for college.
- 36% of families said they want to volunteer for field trips, and 28% said they want to volunteer in a classroom.
- 41% of families said the best way to notify them of school activities is via text message, 15% said via email, and another 18% said via flyer sent home with their children.
- Regardless of day (Monday-Friday), over 82% of families surveyed said evening activities offered 5-8 p.m. were preferable.
- Of those surveyed, 1% prefer school activities be presented in Burmese, 17% prefer Spanish, and 82% prefer English.

Every school will receive a personalized report of the results specific to that school. Dependent upon responses, parent coordinators will use the survey's results to guide programming and communication throughout the year. A presentation of the feedback is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.01, Public Information Program

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(Item 2) 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

To better serve the community within the 53206 ZIP code, in July 2018 the Board approved the implementation of the 53206 Initiative to expand educational program offerings and reconfigure schools in that ZIP code. Specifically, the Board approved the following projects for FY19, to be effective with the 2019-20 school year:

1. establishment of Andrew Douglas as a state-of-the-art middle school and feeder to North Division High School;
2. the temporary co-location of Keefe and Andrew Douglas students at Keefe for 2018-19 to allow for renovation of Douglas as a middle school to open in 2019-20;
3. the reconfiguration of Auer Avenue, Hopkins Lloyd, Keefe Avenue, and Jackson to operate as K-5 schools;
4. engagement of a consultant to facilitate the process to re-envision North Division; and
5. establishment of Green Bay as the Success Center for all schools in the district

The Principal's Cohort — consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins Lloyd, Green Bay, Gwen T. Jackson, Keefe Avenue, and Lafollette — has met regularly to further discuss the needs in 53206 and to move forward with the school reconfigurations approved by the Board. In addition, all K-5 school will expand early childhood offerings.

The following update provides an overview of the progress that has been made, alignment to the Five Priorities for Success, and next steps to move the 53206 initiative forward.

53206 Initiative Update

Andrew Douglas

- (1) The co-location plan has been implemented, Facilities & Maintenance Services has been instrumental in the physical move. Parent and staff meetings have taken place.
- (2) Middle-school programming for Douglas is being developed.
- (3) The school has participated in the Early Enrollment Fair.
- (4) Committees have met to discuss programming (PLTW, STEM, World Languages, African-American Immersion [Africology]).
- (5) Planning and work has begun for the Douglas Middle School's site.
- (6) The following work groups have been established:
 - Marketing/Advertising
 - Literacy, Math, and Writing
 - Curriculum/Programming
 - Staffing & Professional Learning
 - Student, Parent, Community Engagement
 - Safety Needs/Communication
 - Middle School Collaborative

North Division High School — The Flagship School

- Reimagine the possibilities
- Increased enrollment — Three Choice
- Community Schools Kick-off
- Community Council
 - School community rebranding
 - Alumni Association/Community group
 - Parent, Teacher and Student Listening Sessions
- Leadership support

53206 Analysis

- Number of students age 3-18 who live in 53206.....7,830
- Number of students who live in 53206, K3-Grade 124,847
- Number of students who live in 53206 and attend school in 53206.....1,014
- Number of students who live outside of 53206 and attend school in 53206.....1,761

53206 Initiative: Supportive Services

- Every school has a 40-hour-per-week parent coordinator.
- Additional substitute teachers are in the process of being hired.
- Extra paraprofessionals have been provided.
- Each site has a trauma-support specialist position.
 - A job description is being discussed and created.
 - Space allocations have been determined for each site.

Where are we headed

- Next steps with 53206 Initiative
 - Marketing/advertising
 - Student enrollment
- Program/offerings and alignment with North Division High School
- Shared vision and direction for the re-envisioning of North Division High School
- Support of academic sustainability through resources
- Development of a communication plan for the work in 53206

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

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(Item 3) Report with Possible Action on the East Region Showcase

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 East Region borders Lake Michigan along the area of the city primarily east of I-43, south of Capital Drive and north of College Avenue. The region is home to 25 schools, which serve about 12,000 students. Parent coordinators are housed in each building to ensure family involvement throughout a student’s learning experience.

The region’s rich academic programming provides students with opportunities to explore the arts, Montessori, International Baccalaureate, languages, and sciences, as well as to receive a well-rounded education to prepare them for the real world. The East region has selected to showcase Roosevelt Creative Arts Middle School, which serves students in grades six through eighth.

Roosevelt’s academic offerings include the Ambitious Instruction Plan, Edgenuity-My Path, classroom assessments based on standards (CABS), a partnership with CityYear, and a Forward Instructional Team.

Roosevelt boasts a 90.8% attendance rate and a suspension rate of 5.9%, with referrals having decreased. Roosevelt promotes a positive culture, the Roosevelt Way, and implements the HERO system, Turnaround Arts, and both the Boys to Gentlemen and the Know Thyself Girls Group for students.

Students are especially proud of their recent participation in the Turnaround Arts National Talent Show held in Washington, D.C.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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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) Action on Resolution 1819R-009 by Director Miller Regarding Black Lives Matter at School Week

Background

At its meeting on October 25, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-009 by Director Miller to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED, That the district support the “Black Lives Matter at School Week” of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That district-wide activities be considered for the week (issues forum, youth culture night, etc.); and be it

FURTHER RESOLVED, That an advisory planning committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort.

The Administration is in agreement with the intent of the resolution and is recommending its adoption. Upon adoption by the Board, the Administration will begin implementing the resolution to include the development of curriculum and the formation of an advisory planning committee.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

Any costs associated with implementing the resolution will be absorbed within the FY19 budget.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin planning for the implementation of the resolution.

Committee’s Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-009 by Director Miller regarding Black Lives Matter at School Week.

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

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(Item 2) Action on a Request to Approve an Amendment to the Non-Instrumentality Charter School Contract with Highland Community School, Inc.

Background

Highland Community School was established as a non-instrumentality charter school on June 27, 1996. The school is located at 1706 West Highland Boulevard. The current contract is for an initial maximum of 420 full-time-equivalent (FTE) pupils and ramps up each year to serve a maximum of 435 FTE pupils in the 2019-2020 school year in grades K3 through 8.

The mission of Highland Community School is to create a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

In August, 2018, the Department of Contracted School Services received written notification from the Highland Community School's representatives requesting a change in leadership effective beginning with the 2018-2019 school year.

The Administration recommends that the Board approve the attached contract and Appendix A, which reflect the following amendment:

- a. Tracy Williams shall be the person in charge of the school.
- b. Appendices related to this contract will be updated to reflect the change as necessary.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval and execution, the contract will become effective beginning with the 2018-2019 school year.

A copy of the contract and Appendix A will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the non-instrumentality charter contract with Highland Community School, Inc., as attached to the minutes of your Committee's meeting.

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

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(Item 3) Report with Possible Action on the Webster Secondary School Expansion

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

On September 27, 2018, the Board approved Resolution 1819R-007 by Directors Sain and Falk regarding the redesign and growth of Webster Secondary School. The Resolution directed the Administration to provide an update on the redesign of Webster Secondary School to the Board no later than the November 2018 board cycle.

The progress that has been made to-date has been to share and discuss the Resolution with the school's administration and with the Steering Committee. The school has been marketed for ninth-grade at the middle- and high-school selection fair, at parent teacher conferences, and at Webster's Open House.

Next steps include developing a strategic marketing plan, working with Student Services on enrollment efforts, designing the ninth-grade program, and securing teachers.

The Steering Committee has been developed and has had its first meeting, with eleven members in attendance. It will begin an exploration of seeking an instrumentality charter and is forming subcommittees to set further goals.

Webster is also considering launching the first MPS virtual school with the blended learning model as well as a dual-language program.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

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(Item 4) Report with Possible Action on the Wisconsin Student Assessment System Data

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

Background

This presentation is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. The Wisconsin Student Assessment System (WSAS), which is a comprehensive statewide program designed to provide information about what students know in core academic areas and whether they can apply what they know, includes:

- the Wisconsin Forward Exam at grades 3-8 in English language arts (ELA) and mathematics; at grades 4 and 8 in science; and at grades 4, 8, and 10 in social studies;
- Dynamic Learning Maps (DLM) at grades 3-11 in ELA and mathematics; at grades 4 and 8 - 11 in science; and at grades 4, 8, and 10 in social studies;
- ACT Aspire at grades 9 and 10;
- The ACT Plus Writing at grade 11 for reading, English, mathematics, science, and writing; and
- ACT WorkKeys at grade 11.

The Every Student Succeeds Act (ESSA) requires all states to test all students in English language arts (ELA) and mathematics in grades 3-8 and once in high school. ESSA also requires that students be assessed in science once each grade span (3-6, 7-9, and 10-12 grades). Students' performance on these assessments, which is reported in proficiency categories, is used for accountability determination at the school, district, and state levels, including state accountability report cards. Wisconsin State Statutes also require students to take assessments in grades 9 and 10, as well as the social studies test. These tests together create the Wisconsin Student Assessment System.

Attached to the minutes of your Committee's meeting is a review of the results of the Wisconsin Forward Exam and DLM, as well as the results of the ACT writing assessment and DLM that were released in early October 2018. The Administration has previously reported the results of the ACT Aspire and ACT WorkKeys.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of the Board's delegates to the Library Board, to CESA #1, and to the District Advisory Council.

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(Item 2) 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 2018 included the following:

Academic Achievement

Attended various district events, including:

- a meeting to receive updates about Madison
- an MPS community conversation at the High School of the Arts
- a joint press conference by MPS, the Urban League, and the United Way Partnership at North Division
- a meeting with Dr. Posley and Mr. Burns Vincent High School Principal
- meetings regarding the expansion of Webster

Student, Family, and Community Engagement

Attended various community events, including

- the University of Wisconsin-Milwaukee's Veterans Ball
- the Wisconsin Commercial Real Estate Women's event
- Milwaukee Public Library Board's monthly meeting
- meeting of the Milwaukee Public Library's Building Development Committee
- meeting of Milwaukee Succeeds' executives
- MPS/City of Milwaukee's Early Childhood press conference at Gwen Jackson

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

- Dr. Posley and Mayor Barrett
- Nicole Brookshire of the Milwaukee County Black Male Initiative
- Vincent Lyles, President and CEO of Boys & Girls Clubs of Greater Milwaukee
- Paula Kiley, Director, Milwaukee Public Library

Effective and Efficient Communication

Met with district leaders to receive updates on district initiatives:

- Dr. Jacqueline M. Mann, Board Clerk/Chief, Office of Board Governance
- Dr. Keith Posley, MPS Superintendent

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The Board adjourned at 8:26 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk