

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
SEPTEMBER 12, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 5:30 P.M.

Present — Directors Báez, Herndon, Peterson, Siemsen, Taylor (5:33), Woodward, and President Miller — 7.

Absent and Excused — Director O'Halloran, Phillips — 2.

The Board Clerk read the following call of the meeting:

September 10, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Thursday, September 12, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

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

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Peterson moved to retire to executive session, pursuant to Wis. Stat. 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, Peterson, Siemsen, Taylor, Woodward, and President Miller — 7.  
Noes — None — 0.

The Board retired to executive session at 5:36 P.M.

The Board adjourned from executive session at 6:36 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
SEPTEMBER 24, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 5:36 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor (6:00 P.M.), Woodward,  
and President Miller — 8.  
Absent and Excused — Director Phillips — 1.

The Board Clerk read the following call of the meeting:

September 19, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, a special meeting of the Board of School Directors will be held at 5:30 P.M. on Tuesday, September 24, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, pursuant to Wisconsin Statutes, §19.85(1)(f), for the purpose of conferring with legal counsel and receiving oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved, and [pursuant] to Wisconsin Statutes, §19.85(1)(g), 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.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), and Wisconsin Statutes, §19.85(1)(g).

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Báez moved to retire to Executive Session, pursuant to Wis. Stats. §§19.85 (1)(f) and (g). The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President  
Miller — 7.  
Noes — None — 1.

The Board retired to Executive Session at 5:44 P.M.

Director Taylor joined the executive session at 6:00 P.M. and left the session at 6:32 P.M.

The Board adjourned from executive session at 6:59 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN SEPTEMBER 26, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:42 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 7.

Absent and Excused — Directors Phillips and Taylor — 2.

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

- Patricia L. Colloton-Walsh, a former MPS teacher at Fratney, who passed away on August 7, 2019;
- Quanita Jackson, a recent Vincent graduate and community advocate, who passed away on August 25, 2019;
- Janet Louise Herring, a former MPS staff member, who passed away on August 27, 2019;
- Ava Forney, an MPS nursing associate, who passed away on September 8, 2019;
- Shawn Vang, a student at Reagan High School, who passed away on September 17, 2019; and
- Quadafi Khalid, a student at Milwaukee High School of the Arts.

## AWARDS AND COMMENDATIONS

### **(Item 1) Excellence in Education Award — Dr. Richard P. Gousha (Posthumous)**

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 posthumously present the “Excellence in Education Award” to:

Dr. Richard P. Gousha

Dr. Richard Paul Gousha was a World War II veteran and distinguished educator. He was awarded the Bronze Star for Meritorious Achievement for his service. After the war, he completed his undergraduate degree in history.

At the age of 24, Dr. Gousha became a high-school teacher in Bettsville, Ohio, and was just 25 when he became superintendent of schools in Gilboa, Ohio. During this time, he also received his master’s degree from Case Western Reserve University in Cleveland. In 1959, after having served as superintendent in several Ohio school districts, he returned to college and earned his doctorate in education at Indiana University in Bloomington.

Dr. Gousha served as superintendent of Milwaukee Public Schools for seven years, from 1967 to 1974. Dr. Gousha’s time as superintendent included construction of new schools and improvements in academic outcomes.

Dr. Gousha became superintendent of schools in the summer of Milwaukee’s 1967 racial unrest, and he left 19 months before federal Judge John W. Reynolds ordered desegregation of MPS schools. When he arrived in MPS in 1967, there was only one African American school administrator. When he left in 1974 for a position as dean of the School of Education at Indiana University, there were nearly 100.

The Milwaukee Board of School Directors posthumously recognizes and honors Dr. Richard P. Gousha for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2019 were approved as printed.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

### (Item 1) Monthly Report of the Superintendent of Schools

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

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

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, I had the opportunity to visit Vincent High School, Parkside School of the Arts, Siefert Elementary, Lee Learning Center, Project Stay, Milwaukee College Prep, Reagan, and Bradley Tech High School.

### Events/Programs/Announcements

#### **Run Back to School Kick-Starts The 2019-20 School Year**

MPS alumni, teachers, administrators, parents, students, and members of the community attended the 5K run/1.5-mile walk to support MPS's growth and to kick off the new school year on August 24. Proceeds from the event are used to support school-based athletic programs and youth recreation scholarships so all students have an opportunity to succeed in and out of the classroom.

Not only does the run bring together thousands of community members each year, but it has a lasting impact well into each school year. This year, 14 school community groups rallied teams with at least 20 participants, making them eligible for a \$500 grant to support a sport or wellness in their schools. The eligible teams were Academy of Accelerated Learning, Burdick, Fernwood Montessori, Highland Community School, Longfellow, MacDowell Montessori, Milwaukee German Immersion, Morgandale, Washington, and Whittier.

#### **Day One for Traditional School Students**

With the drumline from Reagan High School beating an energetic cadence, students at Parkside School of the Arts walked the red carpet to make their way into school for the start of the new year. Governor Tony Evers, Lt. Governor Mandela Barnes, State Superintendent Carolyn Stanford Taylor, Milwaukee Police Chief Alfonso Morales, MTEA President Amy Mizialko, the Milwaukee Board of School Directors, and others joined me to kicked off the new school year at Parkside School of the Arts. Students received cheers and high-fives as they returned to school, ready for a busy year of learning.

#### **Stadium Ribbon-Cutting Ceremonies and Playfield Grand Reopening**

Milwaukee Public Schools continues its commitment to improving athletic facilities for its students and surrounding community. This month, the District officially reopened Pulaski Stadium, which received synthetic turf, new goal posts, new soccer goals, and a scoreboard thanks in part to \$250,000 in funding

provided by the Green Bay Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) Milwaukee.

The newly renovated Vincent Stadium also reopened this month with synthetic turf, new seating, team rooms, a concession stand, restrooms, and an eight-lane track. These events follow upgrades made to the Custer and South Stadiums in 2017.

In addition, the Custer Playfield held its grand reopening to unveil the its newly-constructed basketball courts, age-appropriate play structures, and walking path as part of Recreation's multi-year effort to renovate 52 playfields across the city.

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

### **Public Listening Sessions**

For generations, Milwaukee Public Schools has been the educational home to millions of Milwaukee children and their families. Over the years, our graduates have gone on to achieve amazing success in a variety of fields.

The vision of Milwaukee Public Schools is to provide an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity. During September, the District conducted a community survey to gather input about important education topics from students, families, educators, staff, and all community members. The results of the district survey will be used to determine how we can strengthen our students' academic experiences and enrich opportunities for them.

A series of four feedback sessions designed for the community to provide feedback and help guide our efforts to ensure our vision becomes a reality were scheduled for September:

- Wisconsin Conservatory of Lifelong Learning, 1017 North 12<sup>th</sup> Street, on September 19, 2019
- Reagan High School, 4965 South 20<sup>th</sup> Street, on September 21, 2019
- North Division High School, 1011 West Center Street, on September 23, 2019
- Vincent High School, 7501 North Granville Road, on September 25, 2019.

### **2019 MPS Combined Giving Campaign**

Once again, the District is gearing up to participate in the Combined Giving Campaign. Thanks to the leadership efforts and generosity of employees in 2018, we raised more than \$188,000 for the Combined Giving Campaign! This effort provides health and human services to those in need from over 200 non-profit agencies throughout the Milwaukee area and the country. This year's campaign begins on October 14 and runs through November 15, 2019. Our fundraising goal is \$200,000, and I encourage everyone to contribute at any level.

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

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

#### **Background**

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Assembly Bill 67, which currently is working its way through the legislative process, while a well-intentioned piece of legislation promoted by a well-intentioned group of educators, perhaps unintentionally reflects the core of what is wrong with the state's fiscal relationship with its education system — namely, most people involved can identify the solutions needed to improve educational performance, but the funding necessary to power those solutions is too often left out of the discussion.

AB 67 requires the Department of Public Instruction to include in the annual school-district report cards the percentage of pupils participating in music, dance, drama, and visual arts. Under the bill, DPI must include this information for each high school and school district and must also include the statewide percentage of pupils participating in each subject. The bill specifies that this information may not be used to evaluate a school's performance or a school district's improvement.

The reality is that school districts will be judged through the use of this new metric. The reality is that every educator in the state knows that the arts are crucial to a student’s overall development. The tough reality is that districts across the state have had to make the difficult decision to cut or limit these very programs because state-allowed funding has failed to even keep pace with the rate of inflation.

There is nothing in the bill that provides funding for the state’s new standard. If school districts are to perform well under this new report-card standard, they will be compelled to secure funds from some other source.

Unfortunately, as recently observed by reporter and columnist Alan Borsuk, there is a pattern at work here. While reflecting on the most recent set of state test data, Mr. Borsuk, who was reminded of the many possible solutions found within the report of the Speaker’s Blue Ribbon Task Force on K-12 Education, wrote the following (*Milwaukee Journal Sentinel*, September 13, 2019, “Borsuk: What the latest batch of standardized test scores tell us about educational progress in Wisconsin”):

Assembly Speaker Robin Vos questioned how schools are spending money, given the new results.

But I can’t avoid thinking of the broad-based task force created by Vos that made a substantial set of recommendations in 2018 on what could be done in school funding to address big issues. Hardly anything resulted when it came to action on the state budget in 2019.

There is ample history of the status quo prevailing on education issues, amid lots of politicking and not much probing and less-partisan discussion. Thoughtful, bold change? Not so common around here.

What would make this time any different? Maybe that’s a question for a test for Wisconsin adults rather than for school children.

The goal of AB 67 is laudable — those supporting it want to make sure that all students have access to the arts. Parents and educators across the state want the same for the children in their classrooms. It is also clear that resources will be needed for the goal to be met and that there are no new state resources married to the bill to ensure that the goal can be achieved.

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

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

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

BG 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**

The report of the Office of Accountability and Efficiency (OAE) provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services.

The following report includes activities from late August through mid-September.

The Office of Accountability and Efficiency (OAE) was established in 2010 to enhance transparency, oversight, and accountability of the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

With the OAE approaching 10 years in operation, a broad strategic-planning process will be conducted during FY20 to ensure that the Office continues to provide the highest level of service to the District and its constituents. The goals of the strategic-planning process are as follows:

- Goal One: Evaluate the work conducted by OAE since its inception, evaluate the Office's capacity used for recurring work and required for non-recurring work, and review relevant policies and procedures
- Goal Two: Reaffirm or revise the mission, vision, and responsibilities of the Office, reaffirm or revise relevant policies and procedures, and establish future priorities
- Goal Three: Introduce an annual plan of work, including metrics for evaluation of the plan.

The process, which began with the Board's action on July 25, 2019, will be completed in five phases:

- structuring and staffing
- strategic alignment
- development of a work-plan
- development of a budget
- development of a metrics.

Work will be completed by June 30, 2020, with regular updates and reports to be provided to the Board throughout the process. Current work within the Office will not be interrupted or delayed during the strategic-planning process.

#### **Accountability and Efficiency Services**

Pending the Board's action on recommended administrative appointments, structuring and staffing of Accountability and Efficiency Services will be complete, in alignment with the OAE's strategic-planning process. Through this work, an equity review has been conducted, two vacancies have been filled, and the service area has been structured to increase efficiency within the Office.

Moving forward, Accountability and Efficiency Services will take the lead on phase two of the strategic-planning process: strategic alignment. Through this process, the team will analyze the Board's initiatives and priorities while considering the District's most significant challenges and opportunities. The output of this process will be work plan recommendations for the Board's consideration and approval.

#### **Contract Compliance Services**

Pending the Board's action on recommended administrative appointments, structuring and staffing of Contract Compliance Services (CCS) will be complete, in alignment with the OAE's strategic-planning process. Through this work, an equity review has been conducted, and the service area has been reaffirmed to continue implementing the District's Historically Underutilized Business (HUB) program, Communities in Need Initiative (COIN), and student employment and engagement efforts, as set forth in Administrative Policies 3.10 and 3.13.

### **Johnson Controls International Student Engagement Event**

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Next month, Johnson Controls International (JCI) will host its annual meeting in Milwaukee. To promote this year's conference theme, "Tomorrow Needs You," CCS will facilitate JCI's visits of its North America and Latin America teams to MPS high schools, where representatives will engage motivated MPS students and school leaders in a dialogue about the future of technical training in our communities. Visits will take place on October 21, 2019, from 12:00 noon to 2:00 p.m, at the following schools:

- Casimir Pulaski High School
- Barack Obama School of Career and Technical Education
- Bay View High School
- North Division High School
- South Division High School
- James Madison Academic Campus (JMAC)
- Lynde and Harry Bradley Technology and Trade School.

Conversations will focus on the heating, ventilation, and air-conditioning (HVAC) industry, use of sustainable energy, and work values which we can share.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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### **(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved**

#### **Background**

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The Senior Director of the Office of Accountability and Efficiency is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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BG 2.01, General Governance Commitment

### **Fiscal Impact Statement**

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NA

### **Recommendation**

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

Consideration of this item was deferred to the end of the agenda.

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

The Board Clerk presented 10 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of September 5, 9, 18, 20, 23, and 24, 2019.

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

Ayes — Directors Báez, Herndon, Peterson, Siemsen, Woodward, and President Miller — 6.  
Abstention — Director O'Halloran — 1  
Noes — None — 0.

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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 One, 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, Affirmative Action Report, was set aside at the request of the Office of Accountability and Efficiency.
- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments, and Reclassifications, Salary Increases/Decreases, Limited-Term Employees (LTE) Contracts Exceeding Sixty Days, was set aside at the request of the Office of Accountability and Efficiency.
- Item Three, Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations, was set aside at the request of the Office of Accountability and Efficiency.
- Item Eleven, Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services, was set aside at the request of Director Báez.

*From the Committee on Legislation, Rules and Policies*

- Item Two, Action on Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students, was set aside as it was forwarded to the Board without recommendation.

*From the Committee on Student Achievement and School Innovation*

- Item 4, Update with Possible Action Regarding Resolution 1920R-004 on Schools Our Students Deserve, was set aside at the request of Director Peterson.

On the motion of Director Báez, the balance of the Committees' Reports was approved, the vote being as follows:

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

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report**

**Classified Personnel Transactions**

Code	Name	Position	Salary	Start Date
New Hires				
2	Antares Smith	Building Service Helper I	\$13.12/hr.	08/12/2019
2	Stephanie Coman	Children's Health Assistant	\$15,599.68	08/16/2019
2	Shacoda Erby	Children's Health Assistant	\$15,599.68	08/05/2019
2	Kim Harris	Children's Health Assistant	\$15,599.68	08/20/2019
2	Lafushia King	Children's Health Assistant	\$15,599.68	08/05/2019
4	Vanessa Mendez	Children's Health Assistant	\$15,599.68	08/12/2019
2	Anisha Ransom	Children's Health Assistant	\$15,599.68	08/20/2019
2	Quintesha Wadlington	Children's Health Assistant	\$15,599.68	08/16/2019
2	Shonterria Wren	Children's Health Assistant	\$15,599.68	08/02/2019
5	Blaise Ailey	Food Service Assistant	\$12.94/hr.	08/12/2019
3	Shondraya Andraski	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Steven Bailey	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Dalitza Casiano Pacheco	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Denise Cromwell	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Hadeejah Dunlap	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Desnae Harmon	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Andre Holly	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Myisha Jude	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Cheryl King	Food Service Assistant	\$12.94/hr.	08/12/2019
5	Kristine Klingbeil	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Gloria Martinez	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Latasha Mayes	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Giselle Morales	Food Service Assistant	\$12.94/hr.	08/19/2019
2	Tonya Moss	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Rolkeisha Price	Food Service Assistant	\$12.94/hr.	08/12/2019
2	Kendia Reeves	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Amarilys Rios Gonzalez	Food Service Assistant	\$12.94/hr.	08/12/2019
5	Donna Roberts	Food Service Assistant	\$12.94/hr.	08/12/2019

Code	Name	Position	Salary	Start Date
2	Shantaria Spears Bell	Food Service Assistant	\$12.94/hr.	08/20/2019
2	Victoria Truss	Food Service Assistant	\$12.94/hr.	08/12/2019
4	Yadira Vazquez	Food Service Assistant	\$12.94/hr.	08/07/2019
2	Laquanda Early	Para — Parent Involvement	\$18,311.04	08/12/2019
2	Cosea Headd Copeland	Para — Parent Involvement	\$18,311.04	08/12/2019
2	Kennaye Lewis	Para Ed Assistant	\$18,311.04	08/19/2019
5	Bridget Lyons	Para Ed Assistant	\$18,311.04	08/13/2019
2	Akira Matlock	Para Ed Assistant	\$18,311.04	08/05/2019
2	Tanza Newson	Para Ed Assistant	\$18,311.04	08/19/2019
5	Carmen Ramirez Carillo	Para Ed Assistant	\$18,311.04	08/16/2019
3	Daniel Rivera	Para Ed Assistant	\$18,311.04	08/05/2019
4	Kristina Rodriguez	Para Ed Assistant	\$18,311.04	08/12/2019
2	Philip Rouse	Para Ed Assistant	\$18,311.04	08/05/2019
4	Brenda Sanchez Tiscareno	Para Ed Assistant	\$18,311.04	08/05/2019
4	Jeniffer Serrano Rivera	Para Ed Assistant	\$18,311.04	08/13/2019
2	Sharell Sisk	Para Ed Assistant	\$18,311.04	08/19/2019
5	Kellie Stacey Arrona	Para Ed Assistant	\$18,311.04	08/05/2019
4	Akemi Walker	School Bookkeeper — 10-month	\$31,409.78	08/21/2019
4	Beatriz Florez	School Secretary I — 10-month	\$24,400.00	08/13/2019
4	Cinthya Frias	School Secretary I — 10-month	\$24,400.00	08/05/2019
2	Andrea Pirtle	School Secretary I — 10-month	\$24,400.00	08/05/2019
4	Angelica Ruvalcaba	School Secretary I — 10-month	\$24,400.00	08/19/2019
5	Christopher Bory	School Kitchen Manager I	\$25,670.40	08/12/2019
5	Esmeralda Martinez	Social Work Aide II	\$17,651.50	08/05/2019
Promotions				
1	Pamela Prince	Boiler Attendant	\$39,787.27	08/05/2019
5	Donna Verhagen	Boiler Attendant	\$39,787.27	08/05/2019
2	Victoria Jacocks	Para — Parent Involvement	\$18,311.04	08/05/2019
2	Kenyatta Bell	Para Ed Assistant	\$18,311.04	08/05/2019
2	Patrick Chatman	Para Ed Assistant	\$19,298.40	08/19/2019
2	Jeremy Rankin	Para Ed Assistant	\$19,433.04	08/19/2019
2	Shante Crawford	School Bookkeeper — 10-month	\$31,409.78	08/21/2019
5	Joleen Fraser	School Bookkeeper — 10-month	\$31,409.78	08/21/2019
4	Mary Martinez	School Bookkeeper — 10-month	\$31,409.78	08/21/2019
5	Vicky Jandegian	School Secretary I — 11-month	\$36,027.20	08/12/2019
5	Kenyetta Maclin	School Bookkeeper — 12-month	\$37,692.33	08/05/2019
5	Janell Kostka	School Kitchen Manager III	\$30,636.40	08/12/2019
5	Kelley Werra Buechner	Secretary II	\$39,749.58	08/05/2019
Rehires				
2	Cassu Green	Building Service Helper I	\$13.12/hr.	08/12/2019
2	Nicole James	Children's Health Assistant	\$17,599.68	08/05/2019
2	Kimberly Watson	Para — Parent Involvement	\$20,409.18	08/05/2019
5	Greta Johansen	Para Ed Assistant	\$21,979.18	08/05/2019
5	Douglas Maierhafer	Para Ed Assistant	\$20,409.24	08/05/2019
5	Lynne Malsack	Para Ed Assistant	\$18,311.04	08/05/2019
2	Vanese Moore Russell	Para Ed Assistant	\$18,311.04	08/19/2019
2	Tyler Odeneal	Para Ed Assistant	\$18,311.04	08/05/2019
2	Chiri Patrick	Para Ed Assistant	\$21,362.88	08/05/2019
4	Iris Reyes	Para Ed Assistant	\$18,311.04	08/19/2019
2	Sharon Owens	School Secretary I — 10-month	\$30,240.00	08/12/2019
2	Zina Webb	School Secretary I — 11-month	\$26,840.00	08/06/2019

### **Certificated Appointments**

Codes	Name	Position	Salary	Start Date
<b>Teachers</b>				
5, r, B	Anderson, Andrea	School Support Teacher	\$62,507.84	8/26/2019
5, nr, B	Bolen, Laura	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, r, B	Bonds, Beverly	Special Ed Multicategorical	\$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
4, nr, C	Briones, Patricia	Gen Elem & K8 — All Grades	\$60,848.48	8/26/2019
5, r, C	Brody, Deborah	Special Ed Multicategorical	\$65,507.84	8/26/2019
5, r, B	Dolphin, Kylie	SAGE	\$43,537.00	8/26/2019
2, r, B	Dye, Angela	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Fischer, Alexandra	Day-to-Day Teacher	\$43,537.00	8/26/2019
5, r, C	Fons, Michelle	Title I Schoolwide	\$46,537.00	8/26/2019
5, r, C	Glasemeyer, Kathleen	SAGE	\$54,613.41	8/26/2019
5, r, B	Golec, Allyssa	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, nr, B	Greuel, Casondra	Kindergarten (four-year-old)	\$43,537.00	8/26/2019
5, r, B	Grzanna, Michelle	AMP Music	\$49,421.75	8/26/2019
5, nr, B	Haim, Tyler	AMP HPE	\$43,537.00	8/26/2019
2, r, B	Hall, Timothy	Title I Schoolwide	\$62,507.84	8/26/2019
5, r, B	Herber, Elizabeth	Bilingual Education	\$43,537.00	8/26/2019
2, r, B	Houston, Raelynn	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Judnic, Megan	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Kloss, Nichole	Gen Elem & K8 — All Grades	\$43,920.00	8/26/2019
5, nr, B	Kuehn, Zulay	Bilingual Education	\$50,791.75	8/26/2019
5, r, B	Lehr, Paige	Kindergarten (four-year-old)	\$47,313.51	8/26/2019
5, r, B	Littlefair, Thomas	Gen Elem & K8 — All Grades	\$57,452.64	8/26/2019
5, nr, B	Marquez, Justin	AMP Music	\$43,537.00	8/26/2019
5, r, B	Martin, Tiller	AMP Music	\$43,920.22	8/26/2019
2, r, B	Maxon, Earnestine	SAGE	\$43,537.00	8/5/2019
5, nr, B	Moore, Casey	Day-to-Day Teacher	\$43,537.00	8/26/2019
5, nr, B	Nielsen, Kayley	Fed Head Start - E.C.	\$43,537.00	8/26/2019
5, nr, B	Olson, Stacy	Music	\$46,061.37	8/26/2019
5, nr, B	Olson, Tiffany	SAGE	\$43,537.00	8/26/2019
5, nr, B	Olszewski, Emily	Day-to-Day Teacher	\$43,537.00	8/26/2019
5, nr, B	Przybylski, Matthew	Early Childhood Special Ed	\$43,537.00	8/26/2019
5, r, B	Racey, Lauren	Title I Schoolwide	\$43,537.00	8/26/2019
4, r, B	Rivas, Lizett	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, C	Russo, Anna	Reg (five-year-old) Kindergarten	\$64,018.98	8/26/2019
4, nr, B	Salameh, Ramzi	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
4, r, B	Santiago, Alexsa	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, r, B	Schultz, Brendan	Music	\$47,185.27	8/26/2019
5, nr, B	Schwartz, Natalie	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Scott, Sarah	Early Childhood Special Ed	\$43,537.00	8/26/2019
5, r, B	Seeger, Danielle	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
4, r, B	Silva Leber, Martin	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, nr, B	Sims, Michelle	SAGE	\$60,848.48	8/26/2019
3, nr, B	Smrz, Lauren	AMP Music	\$43,537.00	8/26/2019
5, nr, B	Snell, Amy	Gen Elem & K8 — All Grades	\$51,492.00	8/26/2019
5, r, B	Spingola, Angela	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
3, nr, B	Thao, Mai Bao	Kindergarten (four-year-old)	\$46,894.76	8/26/2019
5, nr, C	Timm, Joseph	SAGE	\$53,976.94	8/26/2019
5, nr, B	Uselding, Meghan	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Veeder, Mandilyn	Early Childhood Special Ed	\$43,537.00	8/26/2019
5, r, B	Wagner, Sydney	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, C	Wallsworth, Drew	Gen Elem & K8 — All Grades	\$47,313.51	8/26/2019
5, r, B	Wenstadt, Andrea	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, nr, B	Whitaker, Joyce	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019

**Permit Teachers**

2, r, B	Aldridge, Jazzmen	Kindergarten (four-year-old)	\$43,537.00	8/5/2019
6, r, B	Anderson, Kevin	AMP HPE	\$43,537.00	8/26/2019
5, nr, B	Annunziato, James	Gen Elem & K8 — All Grades,	\$43,537.00	8/5/2019
2, r, B	Ashley, Anthony	Multicategorical Comp Sen	\$43,537.00	8/26/2019
2, r, B	Baggett, Deshondria	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Bond, Alando	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Bowens, Dennetta	Reg (five-year-old) Kindergarten	\$43,537.00	8/26/2019
5, nr, B	Brunn, Rachel	AMP Art	\$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
2, r, B	Burns, Antoine	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Caldwell, Dakota	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, r, B	Cipov, Matthew	AMP Art	\$43,537.00	8/26/2019
2, r, B	Colbert, Angela	AMP Art	\$43,537.00	8/26/2019
2, r, B	Crowley, Mahogany	AMP Art	\$43,537.00	8/26/2019
2, r, B	Crumpton, Rachel	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Cunningham, Deiondre	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, nr, B	Daniels, Sheneda	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Davis, Pamela	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Eisenberg, Helene	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, r, B	Eubanks, Ann	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
4, r, B	Feliciano, Virginia	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
5, nr, B	Feltz, Renee	Special Ed Multicategorical	\$43,537.00	8/26/2019
4, r, B	Garcia, Alondra	Bilingual Education	\$43,537.00	8/26/2019
4, r, B	Garcia, Mercedes	Reg (five-year-old) Kindergarten	\$43,537.00	8/26/2019
2, r, B	Herron, Dominica	Multicategorical Comp Sen	\$44,446.84	8/26/2019
5, r, B	Hilgen, Nicole	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Johnson, Denise	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Jones, Gwendolyn	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, nr, B	Knapp, Andrew	AMP Art	\$43,537.00	8/26/2019
5, r, B	Leggett, James	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
4, r, B	Maldonado, Xavier	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Marion, Kimberly	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Martin, TreQuan	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Mayweather, Angela	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, nr, B	Mazur, Crystal	Reg (five-year-old) Kindergarten	\$43,537.00	8/26/2019
5, nr, B	McCarthy, Sydney	Gen Elem & K8 — All Grades	\$43,537.00	8/26/2019
2, r, B	Meekins, Kristina	Multicategorical Comp Sen	\$43,537.00	8/26/2019
4, r, B	Montanez, Thaimarie	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, nr, B	Morin, Rebekah	Special Ed Multicategorical	\$43,537.00	8/26/2019
5, r, B	Nwagbaraocha, Ed	AMP HPE	\$43,537.00	8/26/2019
2, r, B	Owens, Gwendolyn	Kindergarten (four-year-old)	\$43,537.00	8/26/2019
2, r, B	Palmer, Charcora	Special Ed Multicategorical	\$43,537.00	8/26/2019
6, r, B	Parchia, Mellody	Kindergarten (four-year-old)	\$43,537.00	8/26/2019
5, r, B	Patton, Ali	AMP Music	\$43,537.00	8/26/2019
4, nr, B	Rackers, Clara	Reg (five-year-old) Kindergarten	\$43,537.00	8/26/2019
5, nr, B	Reigner, Christine	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, nr, B	Robinson, Theresa	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Rowe, Sierra	AMP Music	\$43,537.00	8/26/2019
5, r, B	Rowley, Jillian	AMP Art	\$43,537.00	8/26/2019
7, r, B	Ryan, Shaun	AMP HPE	\$43,537.00	8/26/2019
2, r, B	Sa-eed, Ayesha	Multicategorical Comp Sen	\$43,537.00	8/26/2019
1, r, B	Schliegh, Melissa	Bilingual Education	\$43,537.00	8/26/2019
2, nr, B	Shaw, Tiffany	Art	\$43,537.00	8/26/2019
2, r, B	Stacker, Chalon	AMP Art	\$43,537.00	8/26/2019
7, nr, B	Szabo, Christine	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	Thomas, Rickeia	Multicategorical Comp Sen	\$43,537.00	8/26/2019
5, nr, B	Thuemler, Kayla	Reg (five-year-old) Kindergarten	\$43,537.00	8/26/2019
5, nr, B	Viduski, Sara	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	West, Yvonne	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, B	White, Samara	AMP HPE	\$43,537.00	8/26/2019
2, nr, B	Windom, Bobby	AMP Art	\$43,537.00	8/26/2019
<b>Intern Teacher — TFA</b>				
5, nr, 4W2	Peiffer, Angela	Special Ed Multicategorical	\$43,537.00	8/26/2019
<b>Intern Teachers — MTEC</b>				
2, nr, 4W2	Lawal, Memunat	Special Ed Multicategorical	\$43,537.00	8/26/2019
2, r, 4W2	Schienze, Denise	Special Ed Multicategorical	\$43,537.00	8/26/2019

Codes	Name	Position	Salary	Start Date
<b>School Social Worker</b>				
5, nr, 2A	Charles, Madeline	School Social Work	\$54,650.42	8/19/2019
<b>Speech Pathologists</b>				
5, nr, B	Matz, Kelly	Speech Pathology	\$46,920.22	8/26/2019
5, nr, B	Mollenhauer, Ann	Speech Pathology	\$65,518.98	8/26/2019
<b>Occupational Therapists</b>				
5, r, E	Blauvelt, Patricia	Therapist Occupational	\$46,537.00	8/26/2019
5, r, E	Zurowski, Lauren	Therapist Occupational	\$46,537.00	8/26/2019
<b>School Counselors</b>				
5, r, C	Andrew, Emily	Guidance	\$46,537.00	8/26/2019
2, r, C	Jones, Brianna	Guidance	\$46,537.00	8/26/2019
2, r, C	Phipps, Dorothy	Guidance	\$46,537.00	8/26/2019
<b>Teachers, Early-start</b>				
4, r, B	Alvarado, Sally	AMP Music	\$43,537.00	8/5/2019
5, r, C	Asad, Amani	English	\$52,762.73	8/5/2019
5, nr, B	Atkin, James	Mathematics	\$43,537.00	8/5/2019
5, r, B	Baxter, Sarah	Mathematics	\$43,537.00	8/5/2019
4, nr, B	Berrios Rosario, Luis	AMP HPE	\$47,606.56	8/6/2019
5, nr, B	Brazzoni, Armando	Special Ed Multicategorical	\$53,207.00	8/15/2019
5, nr, B	Buczak, Katey	Fed Head Start — E.C.	\$45,394.76	8/19/2019
5, nr, B	Bundra, Daniel	Social Studies	\$44,446.84	8/5/2019
5, r, B	Carvalho, Amanda	Multicategorical Comp Sen	\$43,537.00	8/12/2019
5, r, B	Chambers, Grace	Science	\$43,537.00	8/9/2019
6, r, B	Champion, Brandt	Special Ed Multicategorical	\$43,537.00	8/19/2019
5, r, B	Chiarelli, Stephannie	Special Ed Multicategorical	\$65,507.84	8/9/2019
5, r, B	Christensen, Cassandra	English	\$62,507.84	8/5/2019
2, r, B	Cunningham, Davonte	Cat Eng Mid	\$43,537.00	8/5/2019
5, r, C	Czyzewski, Eric	Gen Elem & K8 — All Grades	\$47,313.51	8/5/2019
5, nr, B	Davis, Melissa	Multicategorical Comp Sen	\$43,537.00	8/5/2019
4, nr, C	Estrada, Omar	Social Studies	\$50,185.27	8/5/2019
5, nr, B	Fitzgerald, Elissa	English	\$46,920.22	8/5/2019
4, r, B	Gonzalez, Sebastian	Foreign Language	\$43,537.00	8/5/2019
5, nr, B	Harvey, Jennifer	Gen Elem & K8 — All Grades	\$43,537.00	8/5/2019
5, r, B	Hoel, Victor	English	\$43,537.00	8/5/2019
2, nr, B	Jackson, LaTisha	SAGE	\$43,537.00	8/5/2019
5, r, C	Jindra, Elaina	Multicategorical Comp Sen	\$46,537.00	8/5/2019
1, nr, B	Kuk, Aspen	Foreign Language	\$43,537.00	8/5/2019
2, r, B	Kyles, Frederick	Cat Math Mid	\$52,872.78	8/8/2019
5, r, B	Lippstreuer, Hannah	Social Studies	\$43,537.00	8/5/2019
5, r, B	Loughrin, Lindsay	Multicategorical Comp Sen	\$43,537.00	8/5/2019
4, nr, B	Mai, Diane	English	\$62,507.84	8/13/2019
4, nr, B	Maldonado, Alvaro	Cat Eng High	\$43,537.00	8/5/2019
5, nr, C	Manders, Julie	English	\$61,018.98	8/5/2019
5, nr, B	Marsack, Elizabeth	Social Studies	\$71,000.00	8/5/2019
2, nr, B	McGee, Taylor	English	\$43,537.00	8/5/2019
5, nr, B	Milbauer, Wendy	AMP Music	\$54,452.64	8/5/2019
2, nr, C	Murchison, Angela	Special Ed Multicategorical	\$67,008.00	8/5/2019
5, nr, B	Nelson, Amelia	Health - Phy Ed	\$43,537.00	8/5/2019
5, nr, B	Newville, Alyssa	Multicategorical Comp Sen	\$43,537.00	8/5/2019
3, r, B	Parman-Thao, Yeng	AMP Music	\$43,537.00	8/5/2019
5, nr, B	Price, Nicole	Gen Elem & K8 — All Grades	\$43,537.00	8/5/2019
5, nr, B	Roeloffs, Christopher	AMP HPE	\$65,507.84	8/5/2019
5, r, B	Seiberlich, Amanda	Social Studies	\$43,537.00	8/5/2019
5, r, B	Sepulveda, Sergio	Social Studies	\$43,537.00	8/5/2019
4, r, B	Serna Hernandez, Maria	Bilingual Education	\$43,537.00	8/5/2019
5, nr, B	Shank, John	Gen Elem & K8 — All Grades	\$43,537.00	8/6/2019
2, r, B	Smith, Erica	Social Studies	\$43,537.00	8/19/2019



Codes	Name	Position	Salary	Start Date
5, nr, B	Sohm, Matthew	Special Ed Multicategorical	\$56,348.48	8/5/2019
5, nr, B	Thompson III, Robert	Social Studies	\$61,018.98	8/5/2019
4, r, C	Varela Palmeiro, Beatriz	Foreign Language	\$65,667.11	8/5/2019
4, nr, B	Villagran, Arleth	Foreign Language	\$43,537.00	8/5/2019
5, r, B	Wantoch, Erin	Special Ed Multicategorical	\$43,537.00	8/5/2019
7, r, B	Williams, Gloria	Science	\$43,537.00	8/5/2019
3, r, C	Yang, Boa	Special Ed Multicategorical	\$50,185.27	8/5/2019
<b>Permit Teachers, Early-start</b>				
6, r, B	Akintunde, Babatunde	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Al Bassam, Omar	Science	\$43,537.00	8/12/2019
2, nr, B	Ball, Otho	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Barki, Terna	AMP Art	\$43,537.00	8/5/2019
2, r, B	Birts, Ashley	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, nr, B	Boudjou, Urbain	Health & Phy Ed	\$43,537.00	8/5/2019
5, r, B	Bras, Pablo	Science	\$43,537.00	8/16/2019
5, nr, B	Brokmeier, Anastasia	Special Ed Multicategorical	\$43,537.00	8/22/2019
2, r, B	Bruce, Harry	English	\$43,537.00	8/5/2019
2, r, B	Childs, Margaret	Special Ed Multicategorical	\$43,537.00	8/12/2019
2, r, B	Daniels, Sara	AMP HPE	\$43,537.00	8/12/2019
5, nr, B	Dow, Ryan	Health & Phy Ed	\$43,537.00	8/5/2019
5, r, B	Foley, John	Special Ed Multicategorical	\$43,537.00	8/5/2019
5, r, B	Gielow, Nanette	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Gold, Kela	Gen Elem & K8 — All Grades	\$43,537.00	8/5/2019
2, r, B	Grant, Lisa	Special Ed Multicategorical	\$43,537.00	8/19/2019
2, r, B	Hamm, Evonda	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Harris, Angela	Special Ed Multicategorical	\$43,537.00	8/9/2019
7, nr, B	Heikes, Chelsea	Art	\$43,537.00	8/5/2019
2, r, B	Hightower, Flamond	AMP Art	\$43,537.00	8/5/2019
2, r, B	Hutchins, Chad	AMP Art	\$43,537.00	8/5/2019
2, r, B	Ivory, Steven	Special Ed Multicategorical	\$43,537.00	8/19/2019
2, r, B	Johnson, Robert	Special Ed Multicategorical	\$43,537.00	8/8/2019
2, r, B	Jones, Brenda	Multicategorical Comp Sen	\$43,537.00	8/14/2019
2, r, B	Jones, Rodney	Health & Phy Ed	\$43,537.00	8/5/2019
5, r, B	La Belle, Jessica	Special Ed Multicategorical	\$43,537.00	8/9/2019
2, r, B	Lang Ikwuazu, Janice	Gen Elem & K8 — All Grades	\$43,537.00	8/5/2019
2, r, B	Lawrence, Curtisha	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Long, Tammy	Special Ed Multicategorical	\$43,537.00	8/5/2019
5, r, B	Love, Gregory	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	McAfee, Rickesha	Multicategorical Comp Sen	\$43,537.00	8/5/2019
2, r, B	McBride, Terrance	Special Ed Multicategorical	\$43,537.00	8/5/2019
5, r, B	McLeese, Quinn	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, nr, B	Mebrahtu, Amare	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Milledge, Oronde	Health & Phy Ed	\$43,537.00	8/9/2019
2, r, B	Osborne, Jocelyn	Special Ed Multicategorical	\$43,537.00	8/8/2019
5, nr, B	Punzel, Jacob	Mathematics	\$43,537.00	8/5/2019
4, r, B	Ramirez, Rommel	Special Ed Multicategorical	\$43,537.00	8/19/2019
2, r, B	Ray, Terana	English	\$43,537.00	8/5/2019
5, r, B	Rick, Christophor	Special Ed Multicategorical	\$43,537.00	8/19/2019
4, r, B	Rivas, Elisa	Multicategorical Comp Sen	\$43,537.00	8/5/2019
4, r, B	Rivera Cedeno, Jennifer	Special Ed Multicategorical	\$43,537.00	8/5/2019
2, r, B	Rodgers, Danyell	English as a Second Language	\$43,537.00	8/5/2019
2, r, B	Rush, Roderick	Health & Phy Ed	\$43,537.00	8/5/2019
2, nr, B	Russell, Lincoln	Music	\$43,537.00	8/14/2019
4, r, B	Santos, Paulina	Science	\$43,537.00	8/5/2019
5, nr, B	Schuenke, Yolanda	Multicategorical Comp Sen	\$43,537.00	8/5/2019
4, r, B	Senda, Nelson	Special Ed Multicategorical	\$43,537.00	8/9/2019
5, nr, B	Sheahan, Kelsey	AMP HPE	\$43,537.00	8/5/2019
6, r, B	Shepard, Megan	English	\$43,537.00	8/5/2019
2, r, B	Thomas, Gary	Gen Elem & K8 — All Grades	\$43,537.00	8/5/2019

Codes	Name	Position	Salary	Start Date
2, r, B	Tunde Akintunde, Olatoyosi	Special Ed Multicategorical	\$43,537.00	8/5/2019
5, r, B	Uvena Stefanovich, Maxwell	Foreign Language	\$43,537.00	8/5/2019
4, nr, B	Villagomez, Amalia	Science	\$43,537.00	8/19/2019
5, nr, B	Viste, Alissa	Gen Elem & K8 — All Grades	\$43,537.00	8/7/2019
4, r, B	Zabala, Aracelio	AMP HPE	\$43,537.00	8/5/2019
<b>Permit Library Media Specialists</b>				
2, r, 2F	Luderus, April	AMP Lib	\$45,437.00	8/19/2019
5, r, 2F	Rose, Abby	AMP Lib	\$45,437.94	8/26/2019
<b>Intern Teacher — TFA, Early-start</b>				
5, nr, 4W2	Thomson, Caroline	Foreign Language	\$43,537.00	8/5/2019
<b>Intern Teacher — UWM, Early-start</b>				
5, r, 4W2	Knitter, Stacy	Special Ed Multicategorical	\$43,537.00	8/5/2019
<b>Speech Pathologist, Early-start</b>				
5, r, B	Hamby, Cady	Speech Pathology	\$46,537.00	8/26/2019
<b>School Counselors, Early-start</b>				
5, r, C	Mullen, Brian	Guidance	\$46,537.00	8/5/2019
2, r, B	Reams, Kristin	Guidance	\$46,537.00	8/5/2019
3, r, C	Yang, Gao	Guidance	\$47,446.84	8/5/2019
2, r, B	Zollicoffer, Cydney		\$46,537.00	8/5/2019

Codes	Counts				
	Teachers	SSWs	Psychologists	Other	Total
1 Native American	2	0	0	0	2
2 African American	80	0	0	5	85
3 Asian/Oriental/Pacific Islander	4	0	0	1	5
4 Hispanic	27	0	0	0	27
5 White	104	1	0	8	113
6 Other	5	0	0	0	5
7 Two or More Ethnic Codes	4	0	0	0	4
nr Non-Residents					
r Residents					
B Bachelor's Level (Teachers)					
C Master's Level (Teachers)					
Male	70	0	0	2	72
Female	156	1	0	12	169

**Leaves of Absence**

	Present Assignment	Effective From
Personal Leave, August 2019	Golda Mier	08/09/2019
Scott Gobeli	Starms	08/12/2019
Personal Leave, January 2020	Riverside HS	01/17/2020
Samuel Lipton		

**Report on Certificated Resignations and Classified Retirements**

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
<b>Certificated Resignations</b>						
Other Work	1.0	5	Jamie Allen	OT	Central Svcs	07/22/2019
Retire	6.2	5	JoAnn Allen	Teacher	MSL	07/16/2019
Personal	23.0	5	Kelly Baker Miller	Teacher	Central Svcs	01/23/2019
Other Work	7.5	2	Jasmine Bolling	Teacher	Meir	08/01/2019
Other Work	5.0	5	Paul Braun	Teacher	North Division	08/02/2019
Personal	2.0	5	Sarah Breaux	Teacher	JMAC	08/04/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	5.6	5	Patrick Budziszek	Teacher	Whitman	06/15/2019
Other Work	2.0	5	Karen Cassel	Teacher	Bay View	07/23/2019
Personal	2.7	2	Ava Coleman	Teacher	Obama SCTE	08/01/2019
Personal	5.0	5	Jennifer Collier	Teacher	Bay View	07/31/2019
Other Work	14.0	5	David Daniels	Teacher	Gaenslen	07/22/2019
Personal	13.0	3	Emelita Del Mundo	Teacher	Hamilton	08/04/2019
Personal	1.0	5	Jennifer Doss	Teacher	Sherman	08/01/2019
Other Work	1.0	2	Jasmine Edwards	Teacher	Rufus King MS	08/01/2019
Other Work	14.0	5	Lindsay Feiker	Teacher	Burdick	08/09/2019
Other Work	8.6	5	Marki Forstner	Speech Pathologist	Kilbourn	08/07/2019
Other Work	10.8	5	Kristin Gottlieb	Teacher	Bay View	07/22/2019
Personal	12.6	2	Martha Gray	Teacher	Project STAY	08/05/2019
Personal	1.0	5	Emilie Grunfelder	Teacher	Grantosa	08/02/2019
Personal	26.0	2	Doreen Harris	Teacher	Central Svcs	08/01/2019
Personal	6.0	5	Paul Hart	Teacher	Kluge	08/13/2019
Other Work	11.3	5	Dan Herro	Teacher	Washington	07/11/2019
Personal	5.0	6	Angela Hoffman	Teacher	Burbank	07/17/2019
Other Work	5.5	5	Lori Huebner Avila	Teacher	Bay View	05/24/2019
Retire	23.8	2	Ivy Hyche Alexander	Teacher	JMAC	05/24/2019
Other Work	2.8	2	Rochelle Jewell	Teacher	Green Bay	07/31/2019
Other Work	5.0	5	Lauren Johnson	Teacher	Hartford	08/09/2019
Personal	11.2	2	Marcus Johnson	Teacher	Dr. King Elem	07/23/2019
Other Work	4.8	2	Robin Johnson	Teacher	Carver	08/01/2019
Personal	6.0	5	Evan Jones	Teacher	Wedgewood Park	08/06/2019
Personal	0.1	6	Sharon Jones	Teacher	Congress	08/09/2019
Other Work	8.0	5	Samantha Koehn	AP	Bradley Tech	08/11/2019
Other Work	3.0	5	Hayley Kutz	Teacher	Riverside	07/31/2019
Other Work	6.0	5	Margaret Leisten	Speech Pathologist	MSL	07/26/2019
Retire	27.0	4	Diane Ludwig	Principal	Project STAY	09/06/2019
Other Work	24.6	5	Tim Madler	Teacher	MSL	07/06/2019
Other Work	5.0	5	Heather McCollum	Psych	Craig	07/31/2019
Other Work	6.0	5	Bonnie McGill	Teacher	Gaenslen	08/25/2019
Personal	2.0	5	Emma Milek	Teacher	53rd Street	07/31/2019
Personal	2.0	5	Robert Miskelly	Teacher	Lincoln MS	07/25/2019
Other Work	4.5	5	Meaghan Moran	Teacher	HS of the Arts	07/25/2019
Personal	5.0	5	Alyssa Mussa	Teacher	Victory	08/09/2019
Retire	29.0	5	Kathleen Nelson	Teacher	Hartford	07/30/2019
Personal	1.0	4	Brandy Pizano	Teacher	Starms	07/01/2019
Personal	3.0	4	Sophia Polaris	Speech Pathologist	Bethune	08/09/2019
Other Work	4.8	5	Samuel Purdy	Psych	Starms	08/16/2019
Personal	23.8	4	Maribel Ramos	Teacher	Doerfler	08/02/2019
Personal	11.3	5	Kenneth Reed	Teacher	Hamilton	07/12/2019
Retire	26.0	5	Karen Rinka	Teacher	Trowbridge	08/02/2019
Personal	9.0	4	Nora Robles	Teacher	Mitchell	08/01/2019
Personal	20.0	5	April Rosengren	Teacher	Hawley	06/30/2019
Other Work	2.0	4	Wesley Santiago	Teacher	Marshall	08/05/2019
Personal	32.0	4	Jesus Santos	Principal	South Division	09/20/2019
Other Work	20.6	5	Heather Schmeling	Teacher	Holmes	08/31/2019
Retire	30.4	5	Sandra Schroeder	Manager II	Central Svcs	01/03/2020
Personal	0.5	5	Taylor Sherry	Teacher	Rufus King HS	07/25/2019
Other Work	6.0	4	Oscar Silva	Teacher	Wedgewood	07/31/2019
Other Work	16.5	5	Nicholas Spence	Rec Coord II	Central Svcs	09/13/2019
Personal	6.6	6	Valerie Stone	Teacher	JMAC	08/04/2019
Other Work	1.0	5	Catherine Stresing	Teacher	Central Svcs	07/23/2019
Other Work	20.0	2	Diamond Suggs	Teacher	Roosevelt	07/23/2019
Other Work	13.0	5	Amanda Terpeza	Teacher	Zablocki	08/19/2019
Personal	4.5	2	Candace Terrell	Teacher	Spanish Imm	07/12/2019
Other Work	4.0	5	Andrew Thompson	Teacher	Hamilton	07/29/2019
Personal	3.0	5	Jordan Thompson	Teacher	Grantosa	07/12/2019
Personal	2.5	5	Caitlyn Tood	Audiologist	Central Svcs	08/09/2019

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	4.9	2	Andre Torrence	Teacher	North Division	05/24/2019
Other Work	1.0	5	Allison Whalen	Speech Path	Thurston Woods	07/26/2019
Other Work	13.0	5	Meredith Yanke	Teacher	Burdick	08/12/2019

**Classified Retirements**

Retire	21.8	5	Jeffrey Grzeca	Supervisor I	Facilities & Maint	08/01/2019
Retire	24.6	2	Marian Jackson	Sch Secty I	Dr. King Elem	08/03/2019
Retire	30.7	5	Deborah Reuter Kuhn	Sch Secty I	Food Service	08/02/2019
Retire	2.9	5	Paul Schramka	Para	Burbank	08/03/2019
Retire	27.6	2	Jay Shields	Para	Manitoba	08/24/2019

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for August 2019 is attached to the minutes of your Committee’s meeting. This is an informational report, and no action is required.

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY20 budget.

**Implementation and Assessment Plan**

Upon approval by the Board, the personnel transactions will be implemented.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the classified personnel transactions, certificated appointments, and leaves of absence as presented above, to be effective upon as of the dates indicated.

Director Peterson moved to approve the Committee’s recommendation. The motion prevailed, the vote being as follows:

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

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days**

**Recommended Appointments**

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

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(2)(nr)	Gregory Ogunbowale	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	\$134,155
(2)(r)	Felice Beal	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	\$129,557
(2)(r)	Patrick Chatman	Director I, Instructional Leadership	Office of the Chief of School Administration	03	14A	\$129,557
(2)(r)	Lisa Gilmore	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	\$99,138
(5)(nr)	Michelle Lenski	Procurement Specialist III	Office of the Chief of School Administration	03	10A	\$97,273

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(2)(r)	Catherine Coleman	Manager II, Pupil Data Base	Office of the Chief of School Administration	03	12A	\$94,081
(4)(nr)	Christopher Garza	Coordinator II, Community Schools	Office of the Chief of School Administration	03	07A	\$92,739
(5)(r)	Heather Dietzel	Supervisor I, Hazardous Materials	Office of the Chief of School Administration	03	09A	\$89,000
(5)(nr)	Julie Winkelmann	Business Specialist I, School Nutrition Services	Office of the Chief of Finance	03	08A	\$88,856
(5)(r)	Emily Van Deraa	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	\$85,049
(5)(r)	Adam Leinss	Systems Administrator	Office of the Chief of Human Resources	03	06A	\$80,021
(4)(r)	Lauren Lopez	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	\$75,293
(5)(nr)	Gail Davidson	Special Assistant to the Superintendent	Office of the Superintendent	03	07A	\$74,460
(3)(nr)	Vikramvelupandian Palani	Supervisory Analyst III	Office of Accountability & Efficiency	03	07A	\$71,000
(6)(nr)	Matthew Goodwin	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	\$63,969
(2)(r)	Gretta Hicks	Executive Assistant to the Superintendent	Office of the Superintendent	03	04A	\$61,655
(5)(r)	Jennifer Butzbach	Coordinator I, Grants	Office of the Chief of Finance	03	06A	\$61,005
(5)(r)	Claire McHugh	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$52,906
(2)(r)	Danita Bush	Planning Assistant III	Office of the Chief of Academics	03	02A	\$47,250
(2)(r)	Ronald Smith	Planning Assistant III	Office of the Chief of Academics	3	02A	\$44,972

**Recommended Salary Increases/Decreases**

Your Committee recommends that the Board approve the following change in salary for the person specified.

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(4)(nr)	Regina Flores	Manager I, Contract Compliance	Office of Accountability & Efficiency	03	11A	\$95,138

**Recommended Reclassifications**

Your Committee recommends that the Board appoint the following persons to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary		
				Sched	Range	Amount
(5)(r)	Michelle Walters	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	\$80,031
(4)(r)	Martha Daleccio	Executive Assistant	Office of Board Governance	03	04A	\$70,399

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

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60 days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Brenda Scharping	School Psychologist	Office of the Chief of Academics	\$50.00	08/19/19-12/20/19
(5)(nr)	Stephen Sinclair	School Psychologist	Office of the Chief of Academics	\$50.00	09/03/19-12/20/19
(5)(r)	Randall Welniak	School Psychologist	Office of the Chief of Academics	\$50.00	08/19/19-12/20/19
(5)(r)	Joanne Colombo-Hughes	Audiologist	Office of the Chief of Academics	\$45.00	08/05/19-12/20/19
(5)(r)	Caitlyn Todd	Audiologist	Office of the Chief of Academics	\$45.00	08/05/19-12/20/19
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(2)(r)	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(5)(r)	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/30/19
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(5)(r)	Dare Boling	InSPIRE Grant Manager	Office of the Chief of Academics	\$40.00	08/05/19-12/20/19
(2)(r)	Rose Carr	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/30/19
(2)(nr)	Julia D'Amato	Implementer	Office of the Chief of School Administration	\$40.00	08/01/19-02/01/20
(5)(r)	Patricia Engbring	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(6)(r)	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(5)(r)	Colleen Haubner	Building Coordinator	Office of the Chief of Academics	\$40.00	08/05/19-12/20/19
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(2)(r)	Ann Kubes	Recreation Special Projects Administrator	Office of the Chief of Finance	\$40.00	06/30/19-12/31/19
(5)(r)	Laura Larson	Physical Therapist	Office of the Chief of Academics	\$40.00	08/05/19-12/20/19
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(5)(r)	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00	07/01/19-12/31/19
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19
(2)(r)	Russell Thomas	Interscholastic Athletics Support	Office of the Chief of Finance	\$40.00	08/01/19-02/28/20
(2)(r)	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00	07/01/19-12/31/19

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(nr)	Annette Walters	Physical Therapist	Office of the Chief of Academics	\$40.00	08/05/19-12/20/19
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator s	Office of the Chief of Academic	\$40.00	08/05/19-12/20/19
(5)(r)	Nicole Drew	School Social Worker	Office of the Chief of Academics	\$35.00	08/21/19-12/21/19
(5)(nr)	Susan Hebner	Graphic Design & Marketing Support	Office of the Chief of Communications & School Performance	\$35.00	07/22/19-10/22/19
(5)(r)	Deborah Krieger	Project Prevent Grant Coordinator	Office of the Chief of Academics	\$35.00	08/12/19-12/20/19
(2)(r)	Payton Anderson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Tuwania Anderson	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	08/01/19-12/31/19
(6)(r)	Gloria Cervantes	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Jennie Dorsey	Induction Specialist	Office of the Chief of Academics	\$30.00	07/31/19-01/31/20
(2)(r)	Jennie Dorsey	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(2)(r)	Kimberly Eubanks	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Dyonna Ferguson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(5)(r)	Dale Garman	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Mary Hall	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Karen Hampton	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Mary Henry	Induction Specialist – Grow Your Own Pipeline	Office of the Chief of Academics	\$30.00	07/01/19-01/01/20
(5)(nr)	Mark Hines	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	08/01/19-12/31/19
(2)(r)	Joyce Hopson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(5)(r)	Heinrich Kunsmann	Piano Teacher	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(4)(r)	Sylvia Leal	Induction Specialist	Office of the Chief of Academics	\$30.00	07/01/19-12/30/19
(5)(r)	Eric Losin	AP Telepresence	Office of the Chief of Academics	\$30.00	08/01/19-02/01/20
(2)(r)	Sharon McDade	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(2)(r)	Gloria McGee	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(6)(r)	Marcia Mihdawi	Online Teacher	Office of the Chief of Academics	\$30.00	08/23/19-02/23/20
(5)(nr)	Christina Moehn	Online Teacher	Office of the Chief of Academics	\$30.00	08/23/19-02/23/20
(4)(r)	Kenneth Perez	DJ Club Advisor	Office of the Chief of School Administration	\$30.00	08/05/19-12/23/19
(2)(r)	Nobie Reed	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Valerie Rivas	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19

Codes	Name	Position	Location	Hourly Wage	Dates
(4)(r)	Aida Roman Cortes	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Loleta Sherman	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(5)(nr)	David Siekman	Math Counts Coach	Office of the Chief of Academics	\$30.00	08/01/19-02/01/20
(2)(r)	LaVonda Stewart-Whitley	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(5)(r)	Carl Storniolo	Percussion Teacher	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	\$30.00	09/02/19-02/05/20
(2)(r)	Cortez Van Felder	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/12/19-02/12/20
(2)(r)	Nadine Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(2)(r)	Ouida Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00	09/03/19-12/20/19
(5)(r)	Christine Albin	Nutrition Manager Mentor	Office of the Chief of Finance	\$27.66	09/03/19-03/03/20
(5)(r)	Sheila Heinen	Nutrition Manager Mentor	Office of the Chief of Finance	\$23.79	09/03/19-03/03/20
(5)(r)	Dawn Butler	Nutrition Manager Mentor	Office of the Chief of Finance	\$22.51	09/03/19-03/03/20
(2)(r)	Evelyn Young	Nutrition Manager Mentor	Office of the Chief of Finance	\$20.56	09/03/19-03/03/20
(2)(r)	Joe Albright	Safety Assistant	Office of the Chief of School Administration	\$15.00	09/03/19-03/03/20
(5)(r)	Cindy Flechner	Special Projects Coordinator	Office of the Chief of School Administration	\$15.00	08/26/19-02/26/20
(2)(r)	Sharon Hester	Safety Assistant	Office of the Chief of School Administration	\$15.00	09/03/19-03/03/20
(2)(r)	Marguerita McClain	Safety Assistant	Office of the Chief of School Administration	\$15.00	09/03/19-03/03/20
(2)(r)	Mason Neeley	Safety Assistant	Office of the Chief of School Administration	\$15.00	09/03/19-03/03/20
(2)(r)	Mattie Redmond	Safety Assistant	Office of the Chief of School Administration	\$15.00	09/03/19-03/03/20
(2)(r)	Vonda McCants	Nutrition Manager Mentor	Office of the Chief of Finance	\$14.49	09/03/19-03/03/20
(5)(r)	Susan Rick	Nutrition Manager Mentor	Office of the Chief of Finance	\$14.49	09/03/19-03/03/20
(5)(r)	Oliver Nepper	Data Support Analyst	Office of the Chief of Academics	\$14.00	08/19/19-02/12/20
(5)(nr)	Brenna Cooke	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	09/04/19-12/20/19
(5)(r)	Austin Guarniere	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19
(5)(nr)	Melissa Heritsch	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19
(4)(nr)	Maria Ortiz	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Leah Osiecki	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19



Codes	Name	Position	Location	Hourly Wage	Dates
(5)(nr)	Matthew Schneider	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Arielle Vaccaro	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19
(5)(r)	Austin Wellens	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	\$4,500 (Stipend)	08/13/19-12/20/19

Codes

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

Director Peterson moved to retire to executive session pursuant to Wis. Stat., §19.85(1)(c). The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 8:22 P.M. and reconvened in open session at 8:34 P.M.

Director Peterson moved to approve the Committee's recommendations. The motion prevailed, the vote being as follows:

- Ayes — Directors Báez, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 6.
- Recusal — Director Herndon — 1.
- Noes — None — 0.

\* \* \* \* \*

**(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Purchases**

**B 5775** Authorization to Enter into Blanket Agreements with Boelter, LLC, for Food-service Equipment and Insulated Food Carriers for Breakfast in the Classroom

The Administration is requesting authorization to enter into a blanket agreement with Boelter, LLC, to provide various types of food-service equipment and insulated food carriers for breakfast in the classroom as needed.

The vendor was chosen pursuant to RFB 5775, which closed on August 13, 2019. Boelter, LLC, was the lowest-complying bidder.

The blanket agreement will run from October 1, 2019, through September 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the blanket

contract are met. The total cost of the goods purchased from Boelter, LLC, shall not exceed \$1,090,000 during the Initial Term of the blanket agreement.

Budget Code: Varies by location ordering goods .....\$1,090,000

Boelter, LLC

Prime Contractor Information	
Certified HUB Vendor? .....	No
Total # of Employees .....	656
Total # of Minorities .....	110
Total # of Women .....	296

HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA

Student Engagement (hours per 12-month contract)	
Paid Student Employment.....	300
Student Career-awareness Commitment.....	10

**RFB 5777 Authorization to Blanket Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands**

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels (“IFPs”) and stands to schools for use in classrooms.

IFPs have been used over the past few years as replacements for existing Smartboards. Compared with previously-used Smartboards, IFPs are more cost-effective, they do not require bulb replacement, and the images are brighter and clearer. This technology also does not require frequent alignment of images to projection. IFPs are used by teachers as well as students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFP 5777, which closed on June 25, 2019. The contract will run from October 1, 2019, through September 30, 2020, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the blanket contract are met.

The total cost of the contract in the Initial Term will not exceed \$1,274,250.10

Budget Code: Varies by ordering location.....\$1,274,250.10

Virtucom, Inc.

Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	125
Total # of Minorities .....	77
Total # of Women .....	27

HUB Participation	
Required.....	NA
Proposed .....	NA
\$ Value.....	NA

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

**Report on Change Orders in Excess of \$25,000**

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

**Contract: C027768**

**Maxim Healthcare Services, Inc.**

On August 30, 2018, the Administration requested authorization to enter into a contract with Maxim Healthcare Services, Inc., (“Maxim”) for registered nurse (“RN”) and ventilator/tracheostomy-certified licensed practical nurse (“LPN”) services.

Two contractors, Maxim and Delta-T Group Illinois, Inc., were chosen pursuant to RFP 987. The contract with the second vendor has been terminated, and funds have been added to cover the additional usage with Maxim.

Original Contract Amount.....	\$	442,206.00
Increase.....	\$	28,755.54
Adjusted Contract Amount.....	\$	<u>470,961.54</u>

**Contract: C027682**

**Boys and Girls Clubs of Greater Milwaukee**

On July 26, 2018, the Administration requested authorization to enter into a contract with Boys and Girls Clubs of Greater Milwaukee to operate a Community Learning Center (CLC) during the 2018-19 school year at Carson Academy. The vendor, which was chosen pursuant to RFP 939, was awarded a contract of \$137,750 for the original contract term. Carry-over funds from the 2017-18 CLC contract resulted in a contract increase that exceeds the District’s contract-change threshold.

Original Contract Amount in Year 1 .....	\$	137,750.00
Increase.....	\$	36,250.00
Adjusted Contract Amount.....	\$	<u>179,438.00</u>

**Contract: C027685**

**Boys and Girls Clubs of Greater Milwaukee**

On July 26, 2018, the Administration requested authorization to enter into a contract with Boys and Girls Clubs of Greater Milwaukee to operate a Community Learning Center (CLC) during the 2018-19 school year at Clarke Street School. The vendor, which was chosen pursuant to RFP 939, was awarded a contract of \$137,750 for the original contract term. Carry-over funds from the 2017-18

CLC contract resulted in a contract increase that exceeds the District’s contract-change threshold.

Original Contract Amount.....	\$	137,750
Increase.....	\$	21,019.00
Adjusted Contract Amount.....	\$	<u>164,207.00</u>

**Routine Monthly Reports**

The report on administrative and school fund transfers; the report on contracts 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 items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Alliance High School	Madison Bogard	\$50.00	General School Support
Alliance High School	Thomas Hanley	\$100.00	General School Support
Alliance High School	Dustin Hutter	\$500.00	General School Support
Alliance High School	Amy Shapiro	\$100.00	General School Support
Alliance High School	Ruth Irvings	\$100.00	General School Support
Alliance High School	Wayne Bentham	\$500.00	General School Support
Alliance High School	George Marek	\$150.00	General School Support
Alliance High School	Janis Shogren	\$100.00	General School Support
Alliance High School	Bernklau Larrabee	\$200.00	General School Support
Alliance High School	Brian Borchart	\$150.00	General School Support
Alliance High School	Gregg Vergetis	\$25.00	General School Support
Alliance High School	Margaret Dethloff	\$1,000.00	General School Support

Location	Donor	Amount	Gift or Purpose
Alliance High School	Alice M. Ambrowiak	\$500.00	General School Support
Alliance High School	Patrick Distefano	\$500.00	General School Support
Alliance High School	Andrea Ogden	\$300.00	General School Support
Alliance High School	Beth & Greg Myers	\$250.00	General School Support
Alliance High School	Nicolas Tice & Tom Morden	\$50.00	General School Support
Alliance High School	Honeypie Cafe & Bakery	\$250.00	General School Support
Bradley Trade & Tech	DonateWell General Funds	\$3,000.00	Green Parking Lot Donation
Curtin School	Old National Bank	\$250.00	Camp Donation
James Madison Academic Campus	JMHS 1971 Reunion Committee, Ltd*	\$300.00	General School Support
King High School	Kathleen J. Dreyer	\$1,000.00	Boys Football Donation
King High School	Kathleen J. Dreyer	\$1,000.00	Cross Country Donation
King High School	Ford Motor Company	\$4,840.00	Girls Basketball Donation
King High School	Wisconsin Power & Light Company	\$19.44	Scholarship Donation
Lincoln Middle School	All Saints' Cathedral	\$65.00	Classroom Fans
Lincoln Middle School	Trinity Episcopal Church Bread of Life	\$500.00	Classroom Fans
Lincoln Middle School	St Paul's Episcopal Church	\$1,019.47	Classroom Fans
Milw High Sch of Arts	Educator Credit Union	\$250.00	Orchestra Donation
Ronald Reagan High School	Wisconsin Football Coaches Association	\$1,476.00	Football Donation
Roosevelt Middle School	LeadDog Marketing Group	\$2,437.50	Kohl's Cares Field Trip Grant
Obama School of Career and Technical Education	Kwik Trip, Inc.	\$2.72	General School Support
Marvin Pratt	Socially Responsible Evaluation In Education	\$500.00	General School Support
Marvin Pratt	Neighborhood House of Milwaukee	\$1,500.00	Field Trip Donation
Washington High School of I.T.	DonateWell General Funds	\$1,000.00	General School Support
	<i>Total Monetary Donations</i>	<i>\$23,985.13</i>	
<i>Non-Monetary Donations</i>			
Honey Creek Elementary School	Donors Choose	\$341.94	Wiggle Seats
Kagel School	Donors Choose	\$1,109.46	My Violin Starter Pack
MacDowell Montessori	Donors Choose	\$323.12	Books
MacDowell Montessori	Donors Choose	\$175.42	Speech Items
Meir School	Donors Choose	\$637.28	Donors Choose Books
	<i>Total Non-Monetary Donations</i>	<i>\$2,587.22</i>	
<b>Total Value of Donations for September 2019</b>		<b>\$26,572.35</b>	
<b>*Donations from MPS Alumni</b>		<b>\$300.00</b>	

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

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

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchases as presented in the attachments to the minutes of your Committee's meeting; and

2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Director Báez moved to approve the purchases, with the exception of the Virtucon contract, and to accept the donations. The motion prevailed, the vote being as follows:

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

\* \* \* \* \*

**(Item 4) Action on Resolution 1920R-006 by Director Siemsen Regarding the Early Retirement Window**

**Background**

At its meeting on May 30, 2019, the Board referred Resolution 1920R-006 by Director Siemsen to the Committee on Accountability, Finance, and Personnel.

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors, on March 30, 2017, approved an Early Retirement Window (ERW) that allowed eligible employees to retire within a three-year period beginning on July 1, 2017 and ending June 30, 2020; and

WHEREAS, The requirements for ERW eligibility included:

- hired before July 1, 2013
- at least age 55 years
- 20 years of service
- 90% of sick leave (1,044 hours for 10-month employees; 1,080 for 12-month employees); and

WHEREAS, School-based employees must retire at end of the school year and provide notification of retirement by January 31 of the school year; and

WHEREAS, Effective July 1, 2020, the ERW ends and the age requirement for retiree health- and life-insurance benefits reverts to age 60; and

WHEREAS, These ERW parameters likely accelerate staff retirements, as noted in the actuarial valuation results presented to the Board on December 11, 2018; and

WHEREAS, Accelerated staff retirements are likely to compound the District's significant challenge of filling and staffing position vacancies; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back the Board no later than the August 2019 Board cycle.

The Administration is in agreement with the intent of the resolution, and will work with the Office of Accountability and Efficiency to estimate the financial impact of extending the Early Retirement Window (ERW) based on the proposed scenarios.

Additionally, the Administration has amended the resolution to examine the financial impact of the current ERW to further inform the potential impacts as proposed and to report back no later than October 2019 Board cycle.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.06, Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

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Upon adoption of Resolution 1920R-006, the Administration will begin collaboration with the Office of Accountability and Efficiency to determine the fiscal impact as set forth in the resolution.

### **Implementation and Assessment Plan**

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Upon adoption of Resolution 1920R-006, the Administration will begin collaboration with the Office of Accountability and Efficiency to perform an analysis of the proposed scenarios and examine the impact of the current ERW.

### **Committee's Recommendation**

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Your Committee recommends that the Board adopt Resolution 1920R-006 by Director Siemsen regarding the Early Retirement Window as amended below.

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of the current ERW and of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back the Board no later than the ~~August~~ November 2019 Board cycle.

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

\* \* \* \* \*

### **(Item 5) Action on Resolution 1920R-007 by Director Siemsen Regarding a Defined-Contribution Retiree Health Benefit**

#### **Background**

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At its meeting on June 27, 2019, the Board referred Resolution 1920R-007 by Director Siemsen to the Committee on Accountability, Finance, and Personnel.

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all District operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors provides for the welfare of its employees, former employees, and their eligible dependents by maintaining one or more post-employment benefit plans; and

WHEREAS, The District first granted health insurance benefits for retirees to MPS staff as part of the 1973-74 bargaining agreements; and

WHEREAS, The District, for decades, covered the additional costs of these health benefits for retirees with a pay-as-you-go method, rather than pre-funding; and

WHEREAS, The pay-as-you-go method of covering the costs for these post-employment benefits produces an unfunded liability, in that no funds are set aside to pay for these costs at the time they are due; and

WHEREAS, In 2009, the unfunded liability for the retiree health insurance benefit had grown to \$2.6 billion; and

WHEREAS, The District's actuary projected this \$2.6 billion unfunded liability to grow to \$4.9 billion by 2016; and

WHEREAS, The Wisconsin Department of Public Instruction acknowledged that it is fiscally appropriate to have the cost of funding such post-employment benefits recognized and provided for as such benefits accrue; and

- WHEREAS, The Milwaukee Board of School Directors, on May 27, 2010, sought to fulfill its obligation to fund such post-employment benefits, as is fiscally appropriate, by approving the creation of an other post-employment benefit (OPEB) trust fund; and
- WHEREAS, The Milwaukee Board of School Directors, on November 17, 2011, approved changes to retiree health and life insurance eligibility requirements and sick leave payout for future retirees, increasing the sustainability of the medical benefits in the face of escalating medical costs; and
- WHEREAS, The Milwaukee Board of School Directors, on December 20, 2012, approved a recommendation to eliminate eligibility to earn retiree medical and life insurance benefits for all employees hired or rehired on or after July 1, 2013, and for all employees who, as of June 30, 2013, are in non-benefit-eligible positions and who transfer to benefit-eligible positions on or after July 1, 2013; and
- WHEREAS, Due to each of these, and subsequent, actions taken by the Board, the District's unfunded liability was reduced to \$1.4 billion as of July 1, 2013, and \$997 million as of July 1, 2015; and
- WHEREAS, Employees hired prior to July 1, 2013 are incentivized to accrue, rather than use, sick leave to meet the 90% of maximum sick leave balance to earn retiree health benefits; and
- WHEREAS, Employees hired after July 1, 2013, earn sick leave at the same rate as employees hired before July 1, 2013, but are ineligible to earn a retiree health benefit as an incentive to accrue, rather than use, sick leave; and
- WHEREAS, An analysis by the Office of Accountability and Efficiency showed an increased use in the number of sick days used by teachers in the fiscal years between 2015 and 2017; now, therefore, be it
- RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to explore options surrounding the creation of a defined contribution retiree health benefit that incentivizes an employee's accrual of sick leave; and be it
- FURTHER RESOLVED, That, in exploring options, the following parameters are to be observed:
- Affordability
  - Sustainability
  - Competitiveness for the purpose of attraction and retention of employees; and be it
- FURTHER RESOLVED, That this exploration include input from various bargaining units; and be it
- FURTHER RESOLVED, That the options explored, their estimated short term and long term fiscal impacts, and possible recommendations be brought back the Board no later than the December 2019 Board cycle.

The Administration is in agreement with the intent of the resolution and will work with the Office of Accountability and Efficiency to explore options surrounding the creation of a defined contribution retiree health benefit that incentivizes an employee's accrual of sick leave, observing the parameters as set forth in the resolution.

Additionally, the Administration recommends amending the resolution to report back no later than January 2020 Board cycle.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.20, Contracts, Employee Benefits, and Compensation Plans

### **Fiscal Impact Statement**

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Upon adoption of Resolution 1920R-007, the Administration will begin collaboration with the Office of Accountability and Efficiency to determine the fiscal impact as set forth in the resolution.

### **Implementation and Assessment Plan**

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Upon adoption of Resolution 1920R-007, the Administration will begin collaboration with the Office of Accountability and Efficiency to explore options surrounding the creation of a defined contribution retiree health benefit, observing the parameters as set forth in the resolution.

**Committee’s Recommendation**

Your Committee recommends that the Board adopt Resolution 1920R-007 by Director Siemsen regarding the creation of a defined contribution retiree health benefit as amended to direct the Administration to report back in January 2020.

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

\* \* \* \* \*

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

**RFP 898 Authorization to Extend a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services**

The Administration is requesting authorization to extend the contract with EdTech Strategies, LLC, (“EdTech”) for E-Rate consulting services. The E-Rate program is a federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding has been received. This consultation and advisement is needed to continue the District’s successful participation in this program. From 2003 through 2019, MPS has received funding commitments of over \$88 million dollars from this program.

EdTech was selected through an open competitive procurement, RFP 898, which closed on August 10, 2015. The original contract provided for two one-year options to extend upon mutual agreement. Given EdTech’s extensive knowledge of the District’s internal processes and procedures regarding E-Rate and the associated financial risk of switching to a new consultant, in April 2018, the Board extended the contract for an additional year (October 1, 2018, through September 30, 2019) with the possibility of an additional one-year term thereafter. MPS is exercising the fourth, and final option year, for the contract.

This contract extension will run from October 1, 2019, through September 30, 2020. The total cost of the contract in this extension year will not exceed \$282,460.

Budget Code: TSV-0-0-TEC-TC-ECTS (Purchased Services — Contract Services) .....\$282,460

Edtech Strategies, LLC

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

**RFP 1018 Authorization to Contract with Fun Science, Inc., d/b/a Mad Science of Milwaukee, Inc., for Science Workshops and Educational Programs**

The Administration is requesting authorization to enter into a blanket contract with Fun Science, Inc., d/b/a Mad Science of Milwaukee, (“Mad Science”) for science workshops and educational programs for grades K-8. Mad Science’s workshops and educational programs will complement MPS’s science curriculum and conform to Next Generation Science Standards (NGSS).

Mad Science was chosen pursuant to RFP 1018, which closed on July 31, 2019. The blanket contract will run from October 1, 2019, through August 31, 2022. Continuation of the blanket contract is contingent on Mad Science’s adherence to NGSS and satisfaction of district staff and participants.

The total cost of the contract will not exceed \$200,000.

Budget Code: Varies by location using services .....\$200,000



Fun Science, Inc. d/b/a Mad Science of Milwaukee, Inc.

Prime Contractor Information	
Certified HUB Contractor? .....	No
Total # of Employees .....	20
Total # of Minorities .....	3
Total # of Women .....	12
HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	N/A
Student Engagement (hours per 35-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

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

Exception Authorization to Enter into a Blanket Contract with Danceworks, Inc., for Multi-arts Lessons

The Administration is requesting authorization to enter into a blanket contract with Danceworks, Inc., (“Danceworks”) to provide multi-arts (dance, dance fitness, visual art, theater, and music) lessons to MPS students. The regular usage of Danceworks by MPS schools as an augmentation to their curricula has driven the need for a district-wide contract. MPS schools will select which programs shall be provided in their schools.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

This blanket contract will run from October 1, 2019, through July 31, 2022. The total cost of the services are not expected to exceed \$250,000 during the term of the blanket contract.

Budget Code: Varies by location using services.....\$250,000

Danceworks, Inc.

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

Exception Authorization to Contract with Milwaukee Area Technical College to Provide College Courses to MPS Students

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College (“MATC”) to provide college courses leading to transferrable college credits for MPS high-school students through M<sup>3</sup> Early College. MATC will serve the 2020 senior class. M<sup>3</sup> Early College is an innovative dual-enrollment program among Milwaukee Public Schools (“MPS”), MATC, and University of Wisconsin-Milwaukee (“UWM”) that allows eligible students to complete their high-school graduation requirements while earning up to 19 college credits from both MATC and UWM. This contract is for students to take 13 of those credits at Milwaukee Area Technical College during their senior year of high school.

MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) and will be working to earn up to seven college credits in the first semester and another six in the second semester. The students will be taking classes in core subject areas such as English and math.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from October 1, 2019, through June 30, 2020, with two one-year options to extend contingent upon board approval.

The total cost of the contract will not exceed \$200,000.

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services) .....\$200,000

Milwaukee Area Technical College

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

Exception Authorization to Enter into Contracts with Two Contractors for Field-trip Transportation Services

The Administration is requesting authorization to enter into blanket contracts with Durham School Services, LP, and First Student, Inc., to provide transportation services for field trips throughout the school year. An RFB was issued in May 2019 for field-trip transportation services, and the Board subsequently approved contracts for the awarded vendors. The awarded vendors, however, do not have the capacity to meet the needs of the schools; therefore, the Administration is seeking to enter into contract with these additional vendors for field-trip transportation services.

Each contractor was awarded specific field-trip locations pursuant to its low bid for those locations and will be used as a “secondary contractor”. Schools and departments will be directed to use the primary contractor, but in the cases where the primary contractor is unable to provide the service for a particular date and time, they will be able to use the secondary contractor.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

These contracts will run from October 1, 2019, through July 31, 2020, with the option of two additional one-year extensions at MPS’s discretion.

The total cost of these contracts is dependent on the usage by schools and departments. The Administration’s best estimate is that the total cost of these contracts will not exceed \$200,000 as follows:

Durham School Services, LP .....	\$100,000
First Student, Inc. ....	\$100,000
Budget Code: Varies by location using services .....	\$200,000
Durham School Services	
HUB Participation	
Required.....	10%
Proposed .....	10%
\$ Value.....	\$10,000
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	10
First Student Inc.	
HUB Participation	
Required.....	10%
Proposed .....	10%
\$ Value.....	\$10,000
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Board Rules, or Administrative Policy 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.*

\* \* \* \* \*

**(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Two Contracts with Delta Dental of Wisconsin, Inc., for Dental Insurance**

**Background**

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into two contracts with Delta Dental of Wisconsin, Inc., (“Delta Dental”) for the administration of the District’s dental plans. The District partnered with Hays (Benefit Consultants) to develop and to evaluate RFP 1020 for the administration of the self-funded dental Preferred Provider Plan (PPO) and the fully-insured Dental Health Maintenance Organization (DHMO) plan. Of the employees enrolled, 45% are in the PPO plan, and 55% are in the DHMO plan. Delta Dental quoted a replication of the current self-funded PPO plan, which they currently administer. Delta Dental also quoted a replication of the fully-insured DHMO plan, which is currently insured by Care-Plus (Dental Associates). Employees enrolled in the DHMO would still have access to dentists at Dental Associates, plus they will now be able to see dentists in the Delta Dental PPO network if they so choose. Both plans’ designs would mean no disruption to employees.

For the self-funded PPO plan, Delta Dental has proposed an administrative-service-only (ASO) fee of \$2.30 per employee per month (reduction from current), with a six-year fee guarantee. The total cost of this contract is \$385,400.00 in the Initial Term. Delta Dental has also included other performance guarantees.

For the fully-insured DHMO plan, Delta Dental has proposed a monthly premium of \$31.32 for single coverage and \$103.49 for family coverage. This is a 5% cost reduction from the current plan’s monthly premiums. The total cost of this contract is \$8,215,400.00. Delta Dental also included a \$10,000 implementation-satisfaction guarantee.

Contractor was chosen pursuant to RFP 1020, which closed on July 16, 2019. The contract for the self-funded PPO plan will run from January 1, 2020, through December 31, 2023, (the “Initial Term”) with two one-year options to extend if certain performance metrics incorporated into the contract are met. The contract for the fully-insured DHMO plan will run from January 1, 2020, through December 31, 2021, (the “Initial Term”) with two one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the two contracts in the Initial Term will not exceed \$8,600,800

Delta Dental of Wisconsin

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	354
Total # of Minoritie.....	17
Total # of Women .....	249

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

DWC-00-EMB-DW-EDNI (Employee Benefits-Dental).....\$8,600,800

**Implementation and Assessment Plan**

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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**

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

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

\* \* \* \* \*

**(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Gallagher Bassett Services, Inc., for Third-party Administration of the District’s Self-insured Workers’ Compensation Program**

**Background**

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The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend a contract with Gallagher Bassett Services, Inc., (“Gallagher Bassett”) for third-party administration of the District’s self-insured workers’ compensation program.

In 2015, a Request for Proposal (RFP) was issued for the third-party administration of the District’s self-insured workers’ compensation program. At the conclusion of the RFP process, Gallagher Bassett was selected as the awardee. In September 2016, the Board authorized a three-year contract with Gallagher Bassett, with two one-year options to extend.

While in discussions with Gallagher Bassett to use the first one-year extension, the Administration was able to negotiate better pricing upon the agreement of a three-year extension. Considering the quality of services received and the overall satisfaction which the Administration has with Gallagher Bassett’s performance, the Administration believes a three-year extension is an ideal option for the District. As such, the Administration is requesting a waiver of the three-year term limit of Administrative Policy 3.09 to extend the current contract with Gallagher Bassett for an additional three-year term. This contract extension will run from October 1, 2019, through October 1, 2022. The cost of each extension year will not exceed \$250,000, and the total cost of the three-year extension term will not exceed \$750,000.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

INJ-0-0-DIJ-DW-EWCM.....\$750,000

**Implementation and Assessment Plan**

Upon approval by the Board, the extension will begin as indicated in this item.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Gallagher Bassett Services, Inc., 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 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Blanket Contracts with Four Food Manufacturers to Provide Breakfast Kits**

**Background**

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into blanket contracts with four separate food manufacturers for provision of breakfast kits. Kits will comprise a combination of products that meet USDA’s Meal Platter Requirements for Grade Groups of children K3-4 and K5-12<sup>th</sup> grade in the school years in which they will be served to MPS students. In addition, MPS is transitioning to and making key efforts to improve the overall quality, nutritional value, and local integrity of food products procured. This will be accomplished by using diverse products, including shelf-stable, refrigerated, and frozen food items and decreasing the kits’ sugar content, eliminating the Harmful Seven ingredients (trans fats and hydrogenated oils, high-fructose corn syrup, hormones and antibiotics, processed and artificial sweeteners, artificial colors and flavors, artificial preservatives, bleached flour), and increasing protein. The District has implemented the initiative of reducing the Harmful Seven ingredients found in many food items and will show preference to those kits that meet the criteria. The ultimate goal is to address the nutrition needs of the students while improving students’ satisfaction.

The kits will be distributed to the District’s students Monday through Friday during the school year. The delivery of the kits shall be made by the awarded respondent(s) directly to the MPS prime vendor, currently Sysco of Eastern Wisconsin LLC.

These manufacturers were chosen pursuant to RFB 1022, which closed on August 20, 2019, and sought responsive and responsible bidders. Each contract will run from October 1, 2019, through August 31, 2020, (the “Initial Term”) with the option to extend up to four additional one-year terms if certain performance metrics incorporated into the blanket contract are met.

Estimated total amounts are offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and are reflected in the amount of that contract.

Food Manufacturers:

MinMor Industries, LLC, d/b/a Notables .....	\$	150,000
East Side Entrees, Inc. d/b/a ES Foods, Inc. ....	\$	560,000
Preferred Meal Systems, Inc. ....	\$	800,000
Milwaukee Center for Independence, Inc. ....	\$	1,250,000

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Board Rules, or Administrative Policy 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.

BKF-0-0-BKF-XX-EFOD (Contracted Services — School Nutrition).....\$2,760,000

**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 waiver of Administrative Policy 3.09(9)(e) and approve the contracts with the four food manufacturers, as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 11) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with ADANI Systems, Inc., for Provision of X-Ray Machines and Maintenance Services**

**Background**

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with ADANI Systems, Inc., (“ADANI”) to provide X-ray machines and yearly maintenance services. ADANI shall be used to deliver X-ray machines similar to the ones used at airports and courthouses in order to expedite weapon scans for the safety and security of a building and its occupants. The X-ray machines will be used to scan book bags, purses, and other similar items. These new X-ray machines, which will replace existing machines that are nearing the end of their life cycle, will be distributed to the following high schools for scanning purposes: Riverside University, Washington, Vincent, Hamilton, Wisconsin Conservatory of Life Long Learning, James Madison, Reagan, Transition, Bradley Tech, North Division, Bay View, Marshall, South Division, Groppi, Pulaski, and Obama.

Nationally, violent episodes are experienced in all types of buildings which large number of people frequent, including schools. There is no specific profile of who may conduct such a violent act; therefore, it is necessary and recommended to be as proactive as possible. X-ray machines with conveyor belts are by far much more accurate at detecting dangerous weapons in bags and cases than are metal detectors or hand-held wands. Furthermore, by using X-ray machines, the process of scanning is much quicker, thus minimizing delay to classes. The cost to purchase these items is covered by the grant awarded by the Wisconsin Department of Justice. These items will replace existing X-ray machines currently in use and nearing the end of their life cycle.

Contractor was chosen pursuant to RFB 5779, which closed on July 18, 2019. The contract will run from October 1, 2019, through September 30, 2020, (the “Initial Term”) with four additional one-year options to extend upon mutual agreement.

The total cost of the contract in the Initial Term will not exceed \$217,600.

ADANI Systems, Inc.

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	18
Total # of Minorities .....	3
Total # of Women .....	3

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment.....	300
Student Career-awareness Commitment.....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Board Rules, or Administrative Policy 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.

OGA-0-S-WK0-SA-ECTS .....\$217,600

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

The gavel was passed to Director Báez at 7:51 P.M. and returned to President Miller at 7:52 P.M.

The gavel was passed to Director Báez at 8:08 P.M. and returned to President Miller at 8:11 P.M.

Director Peterson moved to send this item back to Committee for further review. The motion prevailed, the vote being as follows:

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

\* \* \* \* \*

**(Item 12) Action on a Request for Approval of a Partnership Agreement with Common Ground for the Reconstruction of Washington High School’s Playfield**

**Background**

The Administration is seeking the Board’s approval to enter into a partnership agreement with Common Ground for the design phase of the playfield reconstruction at Washington High School. Common Ground has identified the playfield at Washington High School (WHS), 2525 N. Sherman Blvd., Milwaukee, Wisconsin, 53210, as being in need of reconstruction for the benefit of WHS students and the community at large. MPS has identified the WHS playfield as a candidate for reconstruction pursuant to the MPS Facilities Master Plan and proposes to partner with Common Ground to achieve the mutual goal of reconstructing the playfield.



### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.01, Facilities

### **Fiscal Impact Statement**

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Common Ground is working to obtain fifty percent (50%) of the playfield's reconstruction's costs from outside (non-MPS) sources prior to the 2020-2021 school year. Common Ground and MPS estimate the playfield reconstruction costs to be approximately \$1.6 million; however, the parties understand that a final estimate will be created through the formal design process.

The total payment under this Agreement for the design phase shall not exceed one hundred fifty thousand dollars (\$150,000.00), with each party's payment not to exceed \$75,000.

### **Implementation and Assessment Plan**

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Upon approval by the Board, the Administration will execute the partnership agreement with Common Ground.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the Partnership Agreement with Common Ground for the design phase of the reconstruction of Washington High School's Playfield and the letter of intent as detailed 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.*

\* \* \* \* \*

### **(Item 13) Quarterly Report with Possible Action on MPS School Nutrition Program**

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

#### **Background**

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On December 21, 2017, the Board took adopted Resolution 1718R-004, as amended, regarding the MPS School Nutrition program, and directed that quarterly updates on the implementation of the adopted Resolution 1718R-004 be brought to the Board.

#### **Staff Recruitment — Food Service Assistants (FSAs)**

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- “Hire hard, manage easy”
- Food service assistant staffing is stabilizing
- Additional FSA candidates in the pre-hiring stage

#### **Healthful Meal Options**

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- All large high schools are offering additional entrées, wraps, and salads.
- All schools have received training in providing fresh fruit at breakfast twice a week.
- All schools have a fresh fruit or fresh vegetable at lunch daily.

#### **Breakfast Equipment**

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- Breakfast bags have been ordered and delivered to more than 20 schools.
- Freezers and refrigerators are being installed in 30 schools.

### **August 2019 Taste Test**

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- Taste tests were conducted for multiple clean-label (i.e., products using as few ingredients as possible, all with easy-to-recognize ingredients and no artificial ingredients or synthetic chemicals.) breakfast products as part of the breakfast-kit request for proposal
- A taste test was executed with students to determine their preferences.
- Items were selected based on students' preferences.

### **Collaboration**

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- A breakfast hotline has been established.
- The Administration is reviewing and responding to web-based nutrition feedback.
- Focus groups were scheduled for September.
- The District Advisory Committee will be consulted in 2019-20.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.05, School Nutrition Management

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## **(Item 14) Action on Recommended Changes to Optimize Fiscal Year 2021 Transportation Services**

### **Background**

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Milwaukee Public Schools provides home-to-school transportation services to approximately 54,000 students annually for district, suburban, and private school students who live in the city of Milwaukee or — if they participate in specialty programs such as Chapter 220, homeless education, or foster-placement network programs — in surrounding municipalities. The District also provides services for a variety of other district-sponsored programs such as Head Start, interscholastic athletics, the Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics.

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

The Administration is exploring possible transportation modifications for FY21 that optimize a Regional Transportation System. The Administration has put together for consideration a transportation-restructure alternative that maximizes bus-utilization efficiency and includes several limited service-reductions scenarios to support its implementation. These scenarios vary in scope and range from adjusting service types and models while maintaining existing transportation eligibility, to rethinking administrative policy to mitigate high-distance, low-utilization transportation. The scenarios assume the “grandfathering” of services whereby students already enrolled would be allowed to continue with transportation from their current addresses.

The following are six proposed transportation changes.

#### **1) Re-evaluation of Neighborhood and Citywide Specialty School Transportation Status and Revision of Select Schools' Transportation Policies after Identified**

The Administration is also recommending the re-evaluation and re-certification of all existing citywide specialty transportation programs that currently exist. Any modifications to the total number of citywide schools have a direct impact toward maximizing efficiency when implementing the proposed modification of school start times to a three-tier pupil transportation model.

### ***Background***

At its meeting on June 25, 2009, the Milwaukee Board of School Directors directed the Administration to review the city-wide and neighborhood specialty designations of current schools. Since that time, some schools have lost their designations as citywide or neighborhood specialty schools, while other schools have created citywide or neighborhood specialties.

*City-wide specialty schools* do not have designated attendance areas and accept students from throughout the city. Transportation is provided to all students whose residence is more than one mile from their elementary schools or more than two miles from their secondary schools.

*Neighborhood specialty schools* are schools that reserve enrollment preferences for students located within a defined radius of the school. Schools with specialty-school status must be high-performing places of learning that employ effective educational practices and serve a distinct district need. The specialty is woven throughout the fabric of the school and is not merely a service provided by the school. Unsubscribed seats are available for students who reside elsewhere in the city. Neighborhood specialty schools provide transportation to students who reside more than one mile from their elementary schools if they live within seven miles of their schools, or in the case of Montessori Schools, if they are within five miles from their schools.

Since citywide and neighborhood specialty schools enroll students from the entire city, their transportation costs are significantly higher, on average, than those of attendance-area schools.

Previously, citywide status had been granted on an individual school basis. The Administration recommended that citywide status for schools be based on a continuous, specific, district-authorized specialty, and that this specialty be available in grades K4-12.

Historically, schools designated as citywide must implement the specialty school-wide, and they must substantially meet the criteria found in the matrix for distinguishing specialty schools, which is included in the attachments to the minutes of your Committee's meeting. A superintendent-appointed advisory group reviewed the requests for citywide status, conducted site visits and staff interviews, and made recommendations to the Superintendent. The Superintendent then recommended to the Milwaukee Board of School Directors if citywide status was to be granted. Schools that do not meet these guidelines may apply to be neighborhood specialty schools or revert to traditional, attendance-area schools.

Neighborhood specialty schools must employ a distinctive specialty and must substantially meet the criteria found in the matrix for distinguishing specialty schools:

- school-wide implementation of special program or area of study
- distinctive and credible special program or area of study
- enhances opportunity for less-privileged populations (includes strategies to reduce the achievement gap)
- skilled instructional staff qualified for the specialty
- leadership strengths (administration, staff, parents, community)
- high achievement (high attainment and/or value added)
- meets/generates demand — waitlists, drawing new families within or beyond the city (220, open enrollment)
- serves a district need
- fiscal viability (cost factors, possible sources of external revenue)

A neighborhood specialty school is not required to have the specialty implemented in grades K-12 as citywide specialty schools do. The specialty may be unique to that school. The same superintendent-appointed advisory group would recommend to the Superintendent requests for neighborhood specialty-school status, and the Superintendent will forward a recommendation to the Milwaukee Board of School Directors. Schools that do not meet these guidelines will revert to traditional attendance-area schools.

Traditionally, the following specialties have been granted city-wide or neighborhood specialty status:

- a) arts
- b) gifted and talented
- c) language immersion
- d) Montessori

### ***Opportunity***

Re-certification allows the District to re-evaluate the status of the specialty in the school to determine if the expanded transportation services continue to be pertinent, given the school's program offering. Any

transportation-region modifications would support the re-tiering model being proposed and would also result in transportation savings if high-distance transportation situations are reduced. The amount of savings to be realized under this option depends on the schools that would continue to be citywide or neighborhood specialty after the evaluation period. Savings range in scope from \$1,000,000 to \$3,000,000 in the aggregate.

### ***Considerations***

Any changes to a school's citywide or neighborhood specialty status would undoubtedly have an impact on the enrollment of the school to which the changes are being applied and overall options for families selecting a school. For illustrative purposes only, if all neighborhood specialty schools alone lost their specialty status and became regional schools, approximately 1,386 students — 54% of their current enrollment demographic — would not be able to select those schools if transportation is needed. The cost savings would be \$1,377,000 without re-tiering and would increase if done in conjunction with a three-tier restructure. Similarly, if all citywide schools instead were to move to neighborhood specialty status, 2,207 students enrolled would have to select another school when making the decision if transportation was necessary. The cost saving would be \$2,300,000 without re-tiering and would increase if done in parallel with re-tiering.

This item does *not* recommend which schools should remain citywide or neighborhood specialty, but instead recommends that a re-certification process be instituted to consider the merits of each individually.

## **2) Combining of Transportation at All K-12 or 6-12 school sites**

### ***Background***

Golda Meir, WCLL, Obama, MacDowell, and Audubon are all schools that service — at a minimum — grades 6 through 12 and, in some cases, grades kindergarten through 12. These schools have been provided yellow-bus transportation services in a manner that separate the high-school students from the primary or middle-school-age students. This transportation model is not consistent with the transportation model of kindergarten through eighth-grade schools in the district where all students ride the same bus to school regardless of grade.

### ***Opportunity***

Combining all students that attend the same school on the same school bus is more efficient and would result in a \$300,000 reduction in transportation expenditures for the District. Further this model does not reduce or eliminate any services for students.

### ***Considerations***

Schools that have made the separation have done so intentionally to separate the student body in supports of the schools' organizational structures. The transportation groupings by elementary and secondary further assist with behavior management and allow for tailored corrective actions specific to the development of the students' ages and levels of maturity.

## **3) Revision of Transportation Region for Traditional Middle Schools to a Seven-mile Zone**

### ***Background***

To be in line with the District's seven-mile transportation standard and to support the three-tier transportation model being proposed, an additional service-reduction scenario would be to adjust the transportation region for traditional middle schools from the current model to reflect a seven-mile transportation region. This change would have an impact on the following schools:

Audubon MS	Lincoln MS	Roosevelt MS
Douglas MS	Morse MS	Wedgewood Park
King MS		

### ***Opportunity***

The transportation savings if we moved the abovementioned schools — 330 students — to a seven-mile transportation would be \$354,000 without re-tiering and, if implemented with the re-tiering proposal, would contribute to the larger efficient operations proposed when discussing impacts of the two-tier to three-tier modification.

**Considerations**

Roughly 330 students of the 3,513 students (9% of the total middle-school population) would have to select different schools during the enrollment process if this change were in place.

**4) Revision of Service Type for Any Transportation-eligible High-school Student More Than Seven Miles from His/Her Enrolled School to Milwaukee County Transit Bus****Background**

Milwaukee Public Schools currently uses the county bus for approximately 2,500 students. Students are issued weekly M-Cards that are valid Monday-Friday with unlimited rides during these days at a fixed rate of \$17.50 per card.

In order for the yellow bus to be cost-advantageous, a particular route would need to service approximately 45 students. For this reason, citywide or attendance-area high schools that provide yellow bus to its students but do not attract a high volume of students from a particular neighborhood end up costing a higher per-pupil rate for yellow bus than would be the case for county bus.

**Opportunity**

This creates an opportunity for cost savings in high-mileage situations in which schools enroll a smaller percentage of families and therefore, the per-pupil cost of providing yellow bus services is high. The annual per-pupil cost for county bus (based on 178 days) is fixed at \$623. This also is a prerequisite for effective re-tiering of yellow-bus transportation being proposed in the item.

This change would reduce transportation expenditures by \$800,000 without re-tiering and would increase if implemented with re-tiering.

**Considerations**

This would change service for approximately 1,800 high-school student students from yellow bus to Milwaukee County Transit System bus (MCTS). If we further move that service type change to six miles, the cost implications change:

- a. Approximately 2,744 students would ride MCTS instead.
- b. Would save approximately \$1.1 million dollars.

**5) Revise All District Neighborhood Specialty Schools' Transportation Regions to Mirror a Montessori's Region at Five-mile Zone****Background**

Another scenario that is available, but is a service-reduction scenario, would be to adjust the transportation region for neighborhood specialty schools from the current seven-mile transportation region to a five-mile transportation region similar to that of the existing Montessori specialty schools.

Carver	Hawley Environmental	Starms EC & DLC
Hartford	Milw Parkside	Victory

**Opportunity**

This change would standardize all neighborhood specialty schools with the already in-place Montessori specialty school region and would reduce district transportation costs by approximately \$645,000.

**Considerations**

This modification would result in a delayed savings — requiring between six months and one year to realize partial cost reduction and up to two years to realize full savings. Immediate cost savings can be had only if students impacted are not grandfathered (i.e., enrolled students greater than five miles will be provided services until their resident addresses change). This modification would eliminate or phase out transportation services for approximately 693 students. This is not a requirement to facilitate the proposed re-tiering proposal, but would support and further aid effective re-tiering in the aggregate. The change does standardize district policy as it pertains to neighborhood specialty schools, putting Montessori and all other specialties onto the same transportation region policy.

### **Proposed Timeline**

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Actions for FY21 implementation:

- i. October 2019 — transportation-region and service-type changes advertised and applied to early admissions
- ii. January-July 2020 — transportation-region changes applied to all other enrollment periods
- iii. January-July 2020 — pupil transportation restructure and planning adjustments to model for FY21 implementation

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.04, Student Transportation Services

### **Fiscal Impact Statement**

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The fiscal impact of the Administration's proposed actions depends on the range of implemented options. The potential savings range from \$200,000 to \$4,000,000 for FY21 and are detailed in the attachments to the minutes of your Committee's meeting.

### **Implementation and Assessment Plan**

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Actions for FY21 implementation:

- i. September 2019 — Board approves identified action
- ii. October 2019 — Changes to transportation region and service types are advertised and applied to early admissions
- iii. January-July 2020 — Changes to transportation regions are applied to all other enrollment periods
- iv. January-July 2020 — Pupil transportation restructure and planning adjustments are made to the model for FY21 implementation

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the following changes to optimize transportation services for fiscal year 2021.

1. re-evaluation of neighborhood and citywide specialty-school transportation status and revision of select schools' transportation policies after identified
2. revision of transportation region for traditional middle schools to a seven-mile zone
3. revision of service type to Milwaukee County Transit bus for any transportation-eligible high-school student over seven miles from his/her enrolled school.

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

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## **COMMITTEE ON LEGISLATION, RULES AND POLICIES**

Director Herndon presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

**(Item 1) Action on Resolution 1819R-017 by Director Phillips Regarding Bullying Prevention****Background**

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On March 28, 2019, the Milwaukee Board of School Directors referred Resolution 1819R-017 by Director Phillips regarding bullying to the Committee on Legislation, Rules and Policies:

WHEREAS, Administrative Policy 8.52(1) recognizes that bullying obstructs the school district's mission to maintain the safety or welfare of students and threatens the safe environment for students and adults, while disrupting productivity both inside and outside of the classroom; and

WHEREAS, Administrative Policy 8.52(2) defines bullying as "...deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion; and

WHEREAS, Administrative Policy 8.52(3) prohibits bullying by students (either individually or as a group) and adults (including employees and non-employees of MPS) in "...all schools, in school-district buildings, in educational environments, and on school district property, including any property or vehicle owned, leased, or used by the school district," and in activities conducted under the supervision of schools or the district; and

WHEREAS, Administrative Policy 8.53(3) also prohibits the bullying and harassment of students or employees via telephones, computers, and other electronic devices, as well as through speech or behavior that occurs outside of school; and

WHEREAS, Administrative Policy 8.53(4) lays out procedures for the reporting and investigation of allegations of bullying at the school level; and

WHEREAS, Bullying is not contained within the walls of a school, but can permeate and spread through a community, especially in the age of social media; and

WHEREAS, When parents and youth are involved in developing and implementing solutions to bullying:

- schools are better able to develop more responsive responses because students are more likely to see or hear about bullying than are adults;
- school climate improves because students, who likely have more immediate and personal experience with bullying and its effects than do school and district administrators, become part of the solution, resulting in greater buy-in to anti-bullying efforts; and
- parents can support their schools' messages about bullying at home and also are more likely to recognize signs that their children have been bullied or are bullying others; and

WHEREAS, Although MPS has developed a number of programs and strategies to address bullying, more work needs to be done to include teachers, staff, parents, students, and the community at large in the battle to combat bullying; and

WHEREAS, The District Advisory Council's Ad Hoc Committee for Bullying Prevention has developed the following suggestions to assist the district in its anti-bullying efforts:

- focus on proactive practices and restorative practices to build community in schools and to increase positive relationships throughout schools (adults-to-adults, adults-to-students and students-to-students);
- designate at least one half-day a year to focus on bullying-prevention education and team building for all staff in schools;
- build time into each week to allow for student, family, and staff relationship building;
- integrate bullying-prevention education into all student activities;
- create an avenue, such as a student council, through which students may participate in identifying issues and in developing strategies and solutions to prevent bullying in their schools;
- create a replicable student peer-leader program (such as school cadets) that schools may implement as an extra-curricular option;
- increase the availability of mental health services to students;
- increase communication to families about bullying prevention;
- create a clear flowchart for families to understand the steps that happen after suspected bullying has been reported and who to contact if these steps are not being followed;
- develop a clear way for students and families to report concerns about bullying, both anonymously and with a way to receive follow-up from the school within a designated amount of time;

- offer training around bullying prevention to all MPS bus drivers that includes what to do if bullying occurs and how families are to be notified;
- create a system for buses that experience consistent behavior or bullying issues to receive ride-along assessments of the situation and to provide strategies and recommendations for improvements;
- establish a formal partnership with the City of Milwaukee to address bullying as a citywide issue;
- ensure that all K-8 classrooms implement Second Step with fidelity and use the family links letters and information to share with families and to help reinforce what is being taught in the classroom;
- require that all teachers make two positive phone calls about peer relationships per student to the students' respective families each year and document those calls in Infinite Campus;
- establish a program for home visits that are focused on relationship building between home and school;
- encourage family participation in schools' PBIS committees and add bullying prevention to each agenda; and
- conduct an annual bullying prevention audit to monitor fidelity to Second Step, implementation of the health curriculum's bullying requirements, and progress on each of these activities; now, therefore, be it

RESOLVED, That the Board direct the Administration to review and analyze each of the suggestions of the District Advisory Council's Ad Hoc Committee for Bullying Prevention and prepare a comprehensive report to the Board of the feasibility of their implementation within the Milwaukee Public Schools, said report to include, but not be limited to, estimated costs, human-resources implications, and timelines for implementation; and be it

FURTHER RESOLVED, That the Administration be directed to explore, as part of its report, the concept of establishing a safety committee in each school, as recommended by StopBullying.gov, under the following guidelines:

- Each committee would comprise a small group of people focused on school-safety concerns, to include
  - administrators who can answer basic questions about budget, training, curriculum, and Family Educational Rights and Privacy Act (FERPA);
  - innovative teachers with strong school based relationships with students and families, and staff, who have strong classroom and interpersonal skills and who can offer insights;
  - other school staff — such as school psychologists, counselors, school nurses, librarians, and bus drivers — who can bring diverse perspectives on bullying;
  - parents who can share the family viewpoint and keep other parents in the loop on the committee's work;
  - students who can bring fresh perspectives and help identify real-life challenges to prevention; and
  - other community stakeholders — such as clergy members, elected officials, and healthcare providers — who can provide broader insights.
- The primary activities of the safety committees would be to:
  - assist in the planning of bullying-prevention and intervention programs with measurable and achievable goals;
  - assist in the implementation of bullying-prevention efforts;
  - develop and communicate, bullying-prevention policies and rules;
  - educate the school community about bullying to ensure that everyone understands the problem and their role in stopping it;
  - evaluate bullying-prevention efforts and refine the plan if necessary;
  - advocate for the school's work in bullying prevention to the entire school community; and
  - sustain the effort over time.
- These committees are not to serve as forums for discussing the behavior of individual students, which would be a violation of student privacy under FERPA; and be it

FURTHER RESOLVED, That the Administration bring forward this report no later than 90 days from the adoption of this resolution; and be it

FURTHER RESOLVED, That the Administration be directed to revisit existing policies and procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.



The Administration agrees with the intent of the resolution and recognizes the critical impact that bullying can have on students' safety and academic achievement. The Administration acknowledges that Administrative Policy 8.52, Bullying, initially adopted in 2010, lays the groundwork and provides a framework for bullying-prevention efforts across the district. As suggested in the resolution, and reflected in the bullying policy, comprehensive bullying prevention requires attention not just to the specifics of bullying as a form of aggression, but also to the universal practices which both deter bullying and promote a physically, emotionally, and socially-safe learning environment. These universal practices include work that has begun, such as PBIS, restorative practices, and social-and-emotional-learning programming and practices.

The Administration is suggesting minor adjustments to the final resolved of the resolution as detailed below:

FURTHER RESOLVED, That the Administration be directed to revisit existing bullying-prevention policies and programs such as Act Now and to develop procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

### **Strategic Plan Compatibility Statement**

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

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

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

### **Fiscal Impact Statement**

This item does not authorize expenditures. Fiscal impacts will be included as part of the Administration's analysis and report to be brought back to the Board in December 2019.

### **Implementation and Assessment Plan**

Upon adoption of the resolution, the Administration will revisit the existing policies and bring forward a report during the December board cycle with an analysis of the suggestions of the District Advisory Council's *Ad Hoc* Committee for Bullying Prevention and the feasibility of the implementation in Milwaukee Public Schools.

### **Committee's Recommendation**

Your Committee recommends adoption of Resolution 1819R-017, with the final resolved to be amended as below:

FURTHER RESOLVED, That the Administration be directed to revisit existing bullying-prevention policies and programs such as Act Now and to develop procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

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

\* \* \* \* \*

## **(Item 2) Action on Communication 1920C-001 Regarding a Proposed Administrative Policy and Procedure to Require Music Education for All MPS Students**

### **Background**

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001 (see attachments to the minutes of your Committee's meeting), regarding a proposed music education policy and procedure drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow-up.

At this time, a review of the fiscal impact of implementing the proposed policy and procedure as submitted by the MTEA and the MPS music educators in the communication is underway. Collaborative efforts among the Offices of Academics, of Finance, of School Administration and MPS music educators and the MTEA have included discussions on fiscal impact and a multi-year phase-in implementation plan.

A possible next step might include the Administration, MTEA, and MPS music educators making any necessary revisions before the Administration sends the agreed-upon final drafts of the proposed policy and procedure to the Office of the City Attorney and the Office of Board Governance for final review. Upon completion of the review, additional revisions may be necessary.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 3.01, Annual Operating Budget

### **Fiscal Impact Statement**

This item does not authorize expenditures. A fiscal review of the proposed policy and procedure as submitted by MPS music educators and the MTEA, and reviews by the Office of the City Attorney and Office of Board Governance have not yet been completed.

### **Committee's Recommendation**

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

Further, your Committee reports that it has directed the Administration to present to the Board by the Board's September 2019 regular meeting a fiscal impact and the City Attorney's review of the Communication as amended in the attachments to the minutes of your Committee's meeting and of the motion submitted by President Miller and attached to the minutes of your Committee's meeting.

The Board was in recess from 8:22 P.M. to 8:34 P.M.

The gavel was passed to Director Báez at 8:56 P.M. and returned to President Miller at 8:57 P.M.

Director Herndon moved that:

1. the Board adopt the proposed music education timeline outlined in the proposal presented by the Milwaukee Music Educators Association;
2. the Administration fully implement the K-8 proposal for music education over a four-year period starting in school-year 2020-2021 and that a plan for music education for all K-12 students be completed by 2024;
3. the Administration begin an immediate intense and multifaceted campaign for adoption of the 13 points of the music education proposal listed in the attachment to the Committee's meeting;
4. the Administration convene, during the week of September 30, 2019, an advisory committee to be made up of members of the MPS Administration, the Offices of Board Governance and Accountability and Efficiency, the MMEA, the MTEA, the Wisconsin Conservatory of Music, other music providers, and two representatives of the Board of School Directors; and
5. this advisory committee is to be responsible for facilitating a smooth transition in the implementation of the music plan and proposal so that there is no disruption of students receiving music this year and throughout the five-year implementation; and

6. the music education plan be developed with the City Attorney's edits; and
7. the Administration, within the October 2019 Board Cycle, present to the Board a plan for implementation of music education for all K12 students.

The motion prevailed, the vote being as follows:

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

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## **COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

Director Woodward presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

### **(Item 1) Report with Possible Action on Family-and-Community-engagement Activities**

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

#### **Background**

MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their child's education

All schools strive to meet these standards to provide an equitable standard of care across the district. The framework was developed from a strength-based approach to build trusting relationships between schools and families. This report provides an update on the work currently being done relative to standards 4, 5, and 6.

The District Advisory Council (DAC) is an example of ongoing efforts aligned to all three standards. Milwaukee Public Schools established the DAC to ensure that parents of all students have an opportunity to share their ideas about the needs of children, to assist in the planning and operation of Title I programs for children, and to participate in evaluating the success of Title I efforts. Today, the DAC is a diverse group of families committed to lending their voices on current issues faced by Milwaukee Public Schools.

The School Engagement Council (SEC) is an example of ongoing efforts aligned to all three selected standards. All schools are required to have SECs to enable parents, staff, students, and the community to work together in facilitating quality educational plans that engender continuous improvement of student achievement. The purpose of an SEC is to provide a forum for parents, teachers, community members, students, and principals in which to work together in providing continued analysis and improvement of public school policies, curriculum, school-improvement plan goals, and general student well-being.

Parent Coordinators add capacity to a school's ability to meet each standard of the Family & Community Engagement Framework. Parent coordinators are provided with the basic knowledge they need to best support their schools' family-and-community-engagement strategies. A monthly professional

development institute is provided to all parent coordinators, as are other supports necessary to assist them in planning and implementing effective parent-involvement activities in order to improve student academic achievement and school performance.

### **Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 1.03, Parent Empowerment

### **Fiscal Impact Statement**

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NA

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### **(Item 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)**

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

### **Background**

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The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Least restrictive environment (LRE) is one of the most significant components of the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1: Graduation Rates
- Indicator #2: Drop-Out Rates
- Indicator #3: Assessments
- Indicator #4: Suspension/Expulsion
- Indicator #5: Educational Placement Ages 6-21
- Indicator #6: Educational Placements Ages 3-5
- Indicator #7: Preschool Outcomes
- Indicator #8: Parent Involvement
- Indicator #9: Inappropriate Identification in Special Education
- Indicator #10: Inappropriate Identification in Specific Disabilities Categories
- Indicator #11: Timely Evaluation
- Indicator #12: Preschool Transition Part C, Part B
- Indicator #13: Transition Goals Ages 16 and over
- Indicator #14: Post School Outcomes
- Indicator #15: Resolution Sessions
- Indicator #16: Mediation
- Indicator #17: State Systemic Improvement Plan

**LRE for Greater Outcomes**

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As part of the LRE’s focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports quarterly to Administration the District’s percentages of students who are receiving special education services in the least restrictive environment. The Department of Specialized Services’s plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

**LRE Data**

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Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin’s data for this indicator provide each school district with the target in each of the following categories:

- Indicator 5A ..... Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
- Indicator 5B ..... Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
- Indicator 5C ..... Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services with the projection in DPI’s 2016 Annual Performance Report Summary for Wisconsin school districts.

Indicator	5A	5B	5C
State of Wisconsin’s Target	70.00%	7.90%	0.95%
MPS, May 2019	77.96%	17.35%	0.36%
MPS, August 2019^	78.08%	17.32%	0.32%

^The data for the August 2019 LRE report is a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

The MPS percentage includes all students who have IEPs, including for speech and language services. The reports attached to the minutes of your Committee’s meeting include the District’s information as well as each school’s percentage.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

**Fiscal Impact Statement**

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No Fiscal Impact

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**(Item 3) Information on Annual School Reading Drives Achievement Procedural Compliance Self-Assessment (RDA: PCSA)**

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

**Background**

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The Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA or self-assessment) is one part of DPI’s monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

Milwaukee Public Schools is committed to practices that lead to improved service delivery, provide information regarding needed professional development, and contribute to staff accountability for high achievement outcomes for students with disabilities.

The Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported for each school and for the district. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2018-19 PCSA with the expectation the data will be included in the school-wide planning for the 2019-20 school year. Each school is required to include plans within its SIP to address all of the individual compliance items that were measured below 100% and are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve (and maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance.

### **Procedural Compliance Self-Assessment History**

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In 2003, the Special Education Oversight Action Plan (SOAP) required MPS to align special education staff to increase accountability and support for students with disabilities, to develop and support a system to assist parents who have concerns — which is our current Parent Dispute Resolution System (PDRS) — and to develop and support a continuous-improvement-focused monitoring system. The continued-improvement-focused monitoring (CIFM) process included three major areas: monitoring of teachers and individualized education program; reviewing of systems within a school under the IDEA-2004 that were not part of the IEP, such as discipline, attendance, and service delivery; and the implementing an annual school-based assessment with mandatory corrections.

In 2012, the Department of Public Instruction (DPI) determined that Milwaukee Public School (MPS) had made enough systemic progress to enable MPS to use the same accountability system as does the rest of the state. That accountability system was the Procedural Compliance Self-Assessment (PCSA). The only difference between MPS and the rest of the state was that MPS would be reviewed every year, rather than on the rotating schedule of every five years.

The executive summary attached to the minutes of your Committee's meeting provides a report of the results of the 2018-19 PCSA.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

### **Fiscal Impact Statement**

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No Fiscal Impact

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## **COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

Director Baéz presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

**(Item 1) Report with Possible action on Post-secondary Student 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 report attached to the minutes of your Committee's meeting provides information on graduates from the Milwaukee Public Schools who have entered post-secondary institutions of learning. This data are provided by the National Student Clearinghouse, which provides post-secondary enrollment and graduation data to schools and universities. These data track students from more than 3,600 colleges and universities for eight years after high-school graduation in the areas of enrollment, persistence, and graduation.

The data in the report attached to the minutes of your Committee's meeting detail the 2018 graduates one year after graduation.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

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**(Item 2) Report with Possible Action on Student Work Readiness**

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 is the annual student work-readiness report that was last provided at the October 2018 meeting of the Committee on Student Achievement and School Innovation. Since that time, Career and Technical Education (CTE) has continued to build and to improve the infrastructure and to put systems in place to expand workforce readiness throughout the district in 2018-2019 and beyond.

In 2018-2019:

- All 7<sup>th</sup>-grade classrooms continued to visit local industry partners as part of the Council of Small Business Executive's (COSBE's) Be the Spark program. There were 3,827 students who attended these industry visits in 2018-2019.
- Each high school continued to have one main point of contact, who is called the "Career Champion," to coordinate communication and work-based learning activities with CTE.
- CTE developed a 'Playbook for Career Champions' and provided it to all high schools, along with a training for all Career Champions and College and Career Center Planning Assistants. The Playbook and training are intended to ensure efficient communication and coordination between the schools and CTE so that we can continue to grow the number of internships and youth apprenticeships for our students.
- CTE developed an online application system for all potential youth apprentices, making the process easier and more efficient for students and CTE.
- CTE worked in close collaboration with the College and Career Center staff, who regularly assisted students with resumes, job searches, and job applications.
- CTE provided work-readiness sessions for all high schools to prepare students for internships and youth apprenticeships. A total of 1,068 students participated in the work-readiness sessions during 2018-2019. In addition, Contract Compliance Services conducted three work-readiness sessions for 122 students in 2018-2019.
- A job board for students, which was updated weekly throughout the school year, was available on the CTE website and on all high-school websites.
- CTE held the second annual all-district job fair at UW-Milwaukee in March 2019. A total of 857 students and 75 employers participated.

- Information sessions were held for students and their families to learn about and to apply for internships and youth apprenticeships throughout the year.
- At least 2,113 students had some sort of work experience in the 2018-2019 school year, including students who worked in summer 2018. These include experiences such as 2018 summer employment through the Mayor's Earn & Learn Program, School-to-Work Program, youth apprenticeships, and internships.
- The 2019 summer work-experience totals will be included in the 2020 report to the Board of Directors.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

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### **(Item 3) Report with Possible Action on the Comprehensive School Counseling Program's Activities**

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

### **Background**

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which requires that a report on the comprehensive school counseling program's activities to improve post-secondary outcomes be provided to the Board of Directors.

The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is a statewide requirement. During the 2018-2019 school year, the comprehensive school counseling program implemented and collaborated on a number of activities and strategies to increase post-secondary outcomes for students in Milwaukee Public Schools. The activities implemented in 2018-2019 for improving post-secondary outcomes included the following:

1. School Counseling Curriculum — grades K5-12
2. ACP School Teams and School Plans — all schools
3. ACP Conferences — grades 5, 7, 9, 11
4. Day of Hope — grade 12
5. COSBE Be the Spark — grade 7
6. Dream Big Career Fair — grades 6-8
7. Career Exploration Day — grade 10
8. Job Fair — students over 16
9. M<sup>3</sup> University of Wisconsin-Milwaukee visits — grade 9
10. M<sup>3</sup> Milwaukee Area Technical College visits — grade 10
11. College and Career Night — grades 9-11
12. ACT Test Prep — grade 11
13. College Application Week — grade 12
14. FAFSA Campaign — grade 12
15. Cash for College Campaign — grade 12
16. Decision Day - grade 12

The 2018-2019 school year was also the first year of the United Negro College Fund's (UNCF's) Empower Me Tour (EMT) coming to Milwaukee. Over 1,000 high-school seniors attended, resulting in on-site college admission offers to 306 students and scholarship offers totaling \$3,816,160 to 155 students.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement



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

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Administrative Policy 7.32, Comprehensive School Counseling Program

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**(Item 4) Action Regarding Resolution 1920R-004 on Schools Our Students Deserve**

**Background**

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At its meeting on May 30, 2019, the Milwaukee Board of School Directors referred Resolution 1920R-004 by Director Peterson to the Committee on Student Achievement and School Innovation. At its meeting on June 27, 2019, the Milwaukee Board of School Directors adopted the resolution and directed the Administration to develop and present a plan to engage stakeholders and to gather their feedback regarding important education topics to strengthen our students' MPS experience. In August 2019, the Administration presented an update on its efforts to implement the Board's action. The Administration would like to take this opportunity to share the progress achieved regarding this ongoing work since August.

As part of our efforts to engage the community, a district survey was launched at a press conference on August 22, 2019, to seek the input of students, families, educators, staff, and all community members. The survey, which was translated into Arabic, Burmese, Hmong, Karen, Rohingya, Somali, and Spanish, will run through September 12, 2019, and can be accessed at [www.mpsmke.com/survey](http://www.mpsmke.com/survey). At the time this item was submitted, more than 11,000 individuals had taken the survey.

The following listening sessions have been scheduled to discuss the results of the survey, to include emerging themes and their prioritization:

- Thursday, September 19, 2019, at Wisconsin Conservatory of Lifelong Learning (WCLL) from 6:30 to 7:30 p.m.
- Saturday, September 21, 2019, at Reagan High School from 9:30 to 10:30 a.m.
- Monday, September 23, 2019, at North Division High School from 6:30 to 7:30 p.m.
- Wednesday, September 25, 2019, at Vincent High School from 6:30 to 7:30 p.m.

The outreach to promote survey participation and attendance at one or more of the interactive sessions has been extensive and includes the following thus far:

- conducted neighborhood and community outreach
- developed flyers and letters in multiple languages
- distributed communications in multiple languages to homes via students
- emailed employees
- engaged partners to assist in promoting the survey and feedback sessions
- established prime placement on the District's website
- facilitated district mailing in multiple languages to families, retirees, and alumni
- implemented strong social media presence, including Facebook
- promoted the survey by the Milwaukee Teachers' Education Association (MTEA) to its membership
- sent autodialer messages in multiple languages to families
- shared ideas with schools on the best ways to engage students in survey participation.

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

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N/A

### **Committee's Recommendation**

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Your Committee recommends that the Board direct the MPS Administration to build on the results of the September community survey and the feedback meetings by:

1. creating a community-based taskforce to continue the examination of the needs of MPS students and to assess the potential of increasing funding through a referendum on April 7, 2020, which taskforce is to make recommendations to the Board before January 1, 2020, on how best to fulfill our students' needs; and
2. taking the necessary steps to ensure that all appropriate requirements are being met for a possible referendum.

Director Peterson moved approval of the Committee's recommendation. The motion prevailed, the vote being as follows:

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

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## **REGULAR ITEMS OF BUSINESS**

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

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

#### **Academic Achievement**

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- On September 3, attended an event marking the first day of school at Parkside Elementary
- On September 18, met with leaders of the Milwaukee Music Education Association

#### **Student, Family, and Community Engagement**

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- On August 29, attended a meeting of the executive board of Milwaukee Succeeds
- On September 5, attended the ribbon-cutting ceremony at the Pulaski athletic field
- On September 6, attended the ribbon-cutting ceremony at the Vincent athletic field
- On September 10, was interviewed by National Public Radio about MPS's Safe Haven policy
- On September 11, met with students at the youth summit sponsored by United Way for Community School students.
- On September 23, gave the opening remarks at an United Way event celebrating Community School coordinators
- On September 24, attended meetings of Marquette's Black Student Union, Marquette's NAACP, and Marquette's African Student Council with Superintendent Posley.

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## **ITEMS DEFERRED**

The Board returned to Item Two of the Reports and Communications from the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved.

Director Báez moved to retire to executive session, pursuant to Wis. Stat., §19.85(1)(g). The motion prevailed, the vote being as follows:

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

The Board retired to executive session at 9:23 P.M.

The Board adjourned from executive session at 9:57 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk