

**(ATTACHMENT 1) ACTION ON A REQUEST TO REVISE ADMINISTRATIVE POLICY 6.24, RESIDENCY: STAFF TO EXTEND THE TIME ALLOWED CERTIFICATED NEW HIRES TO MOVE INTO THE CITY OF MILWAUKEE FROM TWELVE MONTHS TO THIRTY-SIX MONTHS.**

*This item initiated by the Administration.*

**BACKGROUND**

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1. On September 2, 1975, the Board adopted Administrative Policy 6.24, Residency: Staff. It requires all new employees to reside within the City of Milwaukee within one year of hire. It also satisfied the settlement imposed by a special master responding to a case filed by parents on racial segregation within Milwaukee Public Schools.
2. In 1976, the Board passed Administrative Policy 6.01 (2) in which the Board adopted a General Personnel Policy that aligns district policies with collectively bargained contracts.
3. All collective bargaining agreements with MPS contained a City residency requirement as a condition of employment, although Classified employees were required by both their collective bargaining agreements and their status as City Civil Service Employees to comply with the residency policy of the City of Milwaukee.

**ADMINISTRATION'S ANALYSIS**

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4. Historically, numerous reasons have been cited as reasons to support city residency including averting the economic impact to the City caused by great numbers of teachers and administrators leaving the City, the impact on property values, and assumptions that residency may be correlated with improved academic performance. Circumstances however have changed significantly since residency was initially approved.
5. Today, MPS faces the largest single-year loss of teachers and administrators in FY13 that has ever existed. This can be attributed to a multitude of factors such as age demographics, significant numbers eligible for retirement, changes in benefits structures, economics, competition from charter and choice schools, compensation and the challenge of teaching in an urban setting.
6. MPS estimates that it will need to recruit and hire as many as 700 highly qualified teachers and 50 or more school administrators for the FY14 school year. This is in addition to trying to fill current and future shortages in critical skill areas such as Bilingual, Bilingual Special Education, Math, Science, and Montessori.
7. Whereas residency is not a singular barrier to attracting and retaining teachers and/or administrators, it remains a documented contributing factor and MPS cannot afford to lose any highly qualified and talented candidate or existing employee because of residency or any other reason. For the last five years, there have been

23 residency violation cases. There are currently 27 pending open cases. There have been 162 cases investigated.

8. Experience now and over time have witnessed the refusals of successful candidates to accept positions and the loss of district teachers and administrators due to residency. MPS cannot afford any loss of highly qualified and talented teachers and administrators.
9. The Administration's recommendation is one of multiple strategies for attracting and retaining teachers that will not overturn residency but rather provide an opportunity for MPS to attract candidates without the initial obstacle of residency.
10. The Administration is recommending that the Board authorize the Administration to extend the time allowed newly hired certificated employees to move into the City from the current twelve months to thirty-six months effective for those certificated employees hired after January 1, 2013. Certificated employees hired after this date would be required to establish residency in the City of Milwaukee within the first thirty-six months of their employment in Milwaukee Public Schools.
11. All employees presently living in the City must maintain their residency in the City of Milwaukee.

#### **STRATEGIC PLAN COMPATIBILITY STATEMENT**

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12. This item supports The Milwaukee Public Schools' *Working Together, Achieving More* (WTAM) Strategic Plan.  
Goal 7: The district's central services departments support student learning.  
WTAM Strategy: The district employs highly qualified personnel to support student learning.

#### **STATUTE, ADMINISTRATIVE POLICY, OR BOARD RULE IMPLICATION STATEMENT**

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13. This item requests revision to Administrative Policy 6.24: Residency.

#### **FISCAL IMPACT STATEMENT**

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14. This item does not authorize expenditures. There is no fiscal impact.

#### **IMPLEMENTATION AND ASSESSMENT PLAN**

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15. The proposed changes to Administrative Policy 6.24: Residency: Staff will be implemented upon approval by the Board.

#### **ADMINISTRATION'S RECOMMENDATION**

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The Administration recommends that the Board approve the changes to Administrative Policy 6.24, Residency: Staff, to extend the time allowed newly hired certificated employees to move into the City of Milwaukee from twelve months to thirty-six months as attached.